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(Continued on page three of cover)

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Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

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Technical and Vocational Training Assistance

Cost of capital projects approved under Technical and Vocational Assistance Act up to May 15 estimated at $357.7 million, of which federal contribution estimated at $232.5 million. Estimated new student places provided: 113,000

The total cost of capital projects approved up to May 15 under the Technical and Vocational Training Agreement between the federal and provincial governments was estimated at $357,696,569. Of this total, the share to be borne by the federal Government was estimated at $232,552,818.

These projects, when completed, will provide places for an estimated 112,930 additional students.

Under the agreement, the federal Government undertook to pay 75 per cent of the approved expenditures incurred on the projects by March 31, 1963. Reimbursements for capital expenditures incurred after that date were to be at the rate of 50 per cent.

The reason the federal Government's share as given above amounts to less than 75 per cent is that parts of some of the schools under construction, renovation or expansion are being used for purposes not connected with technical training, and those parts do not come under the agreement.

The provinces have indicated that, by March 31, 1963 they will have completed nearly all of the projects that had been approved by the end of the fiscal year 1961-62, and that they will claim almost all the federal assistance approved in respect to those projects.

More Projects Planned

They have also indicated that they will claim further amounts in respect to other projects for which they have not yet sought approval but on which expenditures will have been incurred before the deadline of March 31, 1963.

The number of projects approved up to May 15 was 409. These included 191 new schools, of which 3 were technical institutes, 27 were trade schools, 6 were combined trade schools and technical institutes, and 155 were vocational high schools.

Projects involving additions and alterations to existing buildings numbered 141. Of these, 8 were technical institutes, 51 were trade schools, 12 were combined trade schools and technical institutes, and 70 were vocational high schools. Another 77 projects involved only minor alterations or additional equipment costing $10,000 or less for each project.

An examination of the figures on capital projects approved shows that projects being undertaken in Ontario account for $251,227,625, or 70 per cent of the total cost, and 85,040, or 75 per cent, of the student places provided by the new projects. Alberta comes second with an expenditure of $30,972,750, estimated to provide 10,125 student places; and Quebec comes third with a total expenditure of $25,434,199 and 4,215 student places.

In Ontario, one new technical institute is to be built, four trade schools, and 139 vocational high schools. The number of buildings to which additions or alterations are being made is 72, of which 55 are vocational high schools.

In Alberta, the new buildings being constructed include one combined trade school and technical institute, and thirteen vocational high schools. Six buildings are being altered or added to.

In Quebec, one new technical institute is being built, eight trade schools, and one combined trade school and technical institute. Existing buildings being added to or altered include four technical institutes, thirty trade schools, and nine combined trade schools and technical institutes.

Figures on total costs of projects and number of student places provided (in brackets) for the other provinces are: Newfoundland $19,979,039 (3,470), Prince Edward Island $1,190,433 (600), Nova Scotia $5,199,000 (1,750), New Brunswick $4,368,375 (2,215), Manitoba $4,629,374 (1,920), Saskatchewan $1,879,187 (554), British Columbia $12,061,607 (2,898), and Yukon Territory $754,980 (144).

As shown by the figures quoted above, Ontario and Alberta have concentrated on the provision of vocational high school facilities; in the other provinces the emphasis has been on institutes of technology and trade schools or adult vocational schools.

Under the agreement, each province has been left free to direct its assisted building program to meet what it considers its most pressing needs for training. As the need of a province for a particular type of training facility is met, the province is at liberty to turn its attention to other types.

50 Years Ago This Month

Minister of Labour moves to provide some protection to immigrants employed in railway construction. Alberta Federation of Labour founded, replacing the former provincial executive committee of Trades and Labour Congress of Canada

Measures undertaken by the Minister of Labour early in the 1912-13 fiscal year to provide certain protection for workmen employed in railway construction were described in a special article in the LABOUR GAZETTE of July 1912.

The article stated that this action had been prompted by representations received from the Trades and Labour Congress and various Trades and Labour Councils in Western Canada, as well as from consuls and vice-consuls of countries from which had come the immigrants who were working in the construction camps.

The complaint most frequently made, which was found on inquiry to be well founded, had been that it was "frequently impossible to procure accurate information, if any information at all, concerning men who are believed to have been employed in certain construction camps and who have fallen ill, or have in some cases become deceased."

Another complaint was that "the possessions of a person deceased have frequently been frittered away in ineffective efforts looking to identification of the owner, or have disappeared otherwise."

The measures undertaken by the Minister of Labour included the sending of one of the fair wage officers of the Department to Vancouver, and the appointment of another officer to take his place. The Department also framed special regulations, and sent copies to the contractors and subcontractors engaged in the work.

These regulations required the employer of any workman who was taken seriously ill or who died to forward to the Department a form giving the name of the person, his age, nationality, place of birth, home address if any, and the name and address of next-of-kin. These particulars, in the case of recent immigrants on whose account these steps were chiefly taken, were then to be sent by the Department to the consular office concerned. Relatives or friends in Canada whose names and addresses were given were also to be informed.

Officers of the Department were also to visit the camps from time to time to report on conditions.

Although at first these regulations were to apply only to railway construction, it was thought that they might be later extended to include other construction work.

The same issue of the GAZETTE reported that, "An organization was formed during June known as the Alberta Federation of Labour, being composed of farmers, miners, and workers in the building trades, who have united to devise and obtain legislation in favour of labour interests. This will take the place of the previously existing provincial executive committee of the Trades and Labour Congress."

Also published in the issue was a special article on conditions of employment in the iron and steel industry in the United States. This article said that a striking fact revealed by a study of labour conditions in the industry was the unusually long hours worked.

"During the period covered by the investigation, 50,000, or 29 per cent of the 173,000 employees of blast furnaces and steel works and rolling mills included in the report, customarily worked seven days per week, and 20 per cent of them worked 84 hours or more per week, which means a 12-hour day every day in the week including Sunday."

The investigation showed that the seven-day week was not confined to the blast furnaces where continuous operation was necessary, but that a considerable amount of other production work was done on Sundays. "The investigation further showed that nearly 43 per cent of the 173,000 employees in the iron and steel industry were working at least 72 hours per week," the GAZETTE said.

Another fact brought out was that "of the total number of employees in the industry under investigation, 85,812, or nearly 50 per cent, received less than 18 cents an hour... A few very highly skilled men received $1.25 per hour."

The article stated that not only was there a large proportion of unskilled labour employed in the industry, but "the fact has been noted that the tendency of recent years has been steadily toward the reduction of the number of highly skilled men employed, nor is this tendency likely to diminish, since each year sees a wider use of mechanical appliances which unskilled labour can easily be trained to handle."

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Municipal Winter Works Program Breaks Previous Record

The 1961-62 Municipal Winter Works Incentive Program was the most successful since the program was introduced in 1958. Up to May 31, closing date of the program, on-site jobs for approximately 145,500 men had been provided; this was 20 per cent more than the year before.

These jobs supplied more than 5,784,000 man-days of work.

The previous year's program provided 121,000 jobs and 5,103,000 man-days of work.

The number of municipalities taking part in the program was 2,745, an increase of 28 per cent over the 2,157 the previous year.

In addition to the jobs provided directly, at least an equal number were provided indirectly in industries that manufacture, sell, and transport the materials used on the winter works projects.

Up to the end of May, 8,247 projects had been approved by provincial governments and accepted by the federal Government. The total estimated cost of these projects was $318,941,000, of which $100,833,000 was direct payroll cost.

During the period of the program, $81,395,000 was expended on direct payroll costs, and of this sum the federal contribution authorized amounted to $40,417,000.

This year's program, which began on October 15, 1961, was broadened to include new classes of projects; in general it covered practically any capital undertaking of a municipality.

For all Canada, water and sewer projects accounted for the greatest activity and provided 43 per cent of the man-days of work. Road and sidewalk projects provided 32 per cent of the man-days of work.

The 2,745 municipalities that participated in the 1961-62 program also included Indian Bands, unorganized settlements and various boards and commissions. The province of Quebec led with 937 municipalities, followed by Saskatchewan with 517 and Ontario with 356. The other provinces and areas, in descending order of municipalities participating were: Newfoundland, 283; Alberta, 237; British Columbia, 145; New Brunswick, 84; Manitoba, 71; Indian Bands, 46; Prince Edward Island, 30; Nova Scotia, 24; Northwest Territories, 12; and Yukon, 3.

Quebec also topped the list of accepted projects, with 2,548. The number of projects accepted in other provinces were: Ontario, 1,503; Saskatchewan, 1,400; Alberta, 917; British Columbia, 748; Newfoundland, 389; Manitoba, 276; New Brunswick, 263; Nova Scotia, 68; Indian Bands, 58; Prince Edward Island, 53; Northwest Territories, 18; and Yukon, 6.

Duke of Edinburgh's Second Commonwealth Study Conference Ends

The Duke of Edinburgh's Second Commonwealth Study Conference on the human consequences of changing industrial environment opened in Montreal on May 14 and came to an end in Vancouver on June 6. Taking part in the conference were some 300 persons, most of them between 25 and 45 years of age, who were carefully selected as probable future leaders. They came from some 35 countries and territories of the British Commonwealth; about 70 were Canadians.

The first Commonwealth Study Conference was held in Oxford, England, in 1956 (L.G. 1956, p. 1122).

Prince Philip, again acting as president, opened this second conference and delivered the keynote address at the University of Montreal, where the first session was held. Other leading speakers at the first session included Rt. Hon. Vincent Massey, former Governor-General of Canada, who acted as chairman of the conference; and Dr. W. A. Lewis, Vice-Chancellor of the University of the West Indies, Jamaica.

Countries represented at the conference included: Aden, Australia, Bahamas, Bermuda, British Guiana, British Honduras, Brunei, Ceylon, Cyprus, Federation of Malaya, Federation of Rhodesia and Nyasaland, Fiji, Gambia, Ghana, Hong Kong, India, Jamaica, Kenya, Malta, Mauritius, New Zealand, Nigeria, Pakistan, Sarawak, Sierra Leone, Tanganyika, Uganda, and the West Indies (St. Lucia, St. Kitts, Granada, Antigua, Barbados and Trinidad).

After spending two days in Montreal, the delegates made a one-day trip to Ottawa to study the role of government in an industrial society, through group discussions with specialists. The conference then returned to Montreal and held a half-day session on "biculturalism" in Canada. The theme of this study was set in an address by Dr. Marcel Faribault, Montreal scholar and businessman. The conference divided into special interest groups to allow members to hold discussions with prominent French-Canadians in different walks of life.

During the next week the conference divided into 20 study groups, each consisting of 14 or 15 persons and led by a Canadian, which dispersed in different directions to visit industrial centres in Quebec, Ontario, and the Maritimes. The groups concentrated on two general themes: the particular effects of the changing industrial environment upon groups of individuals, and the consequences of industrialization for the local community.

The groups came together again at the University of Toronto on May 25 and 26. During these two days the delegates considered the human consequences of metropolitan industrialization, with special reference to local transportation and rapid urban expansion.

The conference members then boarded special trains that were adapted to provide opportunity for group discussions and study periods, and began a week's trip through the Prairie Provinces to the West Coast. The conference stopped in Winnipeg on May 28 to consider the role of organized labour in the changing industrial environment.

May 29 and 30 were spent in the Saskatoon district studying the community aspects of the impact of industrialization on a predominently agricultural province. During this stay each member of the conference stayed as a guest on a farm or in a private home in rural Saskatchewan.

On May 31 the conference went on to Alberta, where a study of transportation in an industrial country was concluded.

On June 2 the members took up residence at the University of British Columbia, and during the next four days completed their notes and attended the closing sessions, which were brought to an end with a short speech by Prince Philip.

Old Age Assistance, Disabled Allowance Recipients Decrease

The number of Canadians receiving old age assistance, and the number receiving disabled persons' allowances, both decreased between December 31, 1961 and March 31, 1962, the Department of National Health and Welfare reported last month. The number receiving blind persons' allowances increased.

The total federal expenditures during fiscal 1961-62 increased over 1960-61 for old age assistance and disabled persons' allowances, decreased for blind persons' allowances.

Old Age Assistance—The number of persons receiving old age assistance decreased from 99,651 at December 31, 1961 to 98,944 at March 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $7,934,000.74 for the quarter ended March 31, 1962, compared with $7,651,859.03 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $250,864,587.44.

Federal expenditure for the fiscal year 1961-62 amounted to $30,810,585.16, an increase of $153,444.11 over the expenditure of $30,657,141.05 in 1960-61.

At March 31, 1962, the average monthly assistance in the provinces ranged from $49.07 to $62.42. At that date three provinces had adjusted their payments to the maximum rate of $65 a month. Payments in the other provinces were based on maximum assistance of $55 a month.

Disabled Persons' Allowances—The number of persons receiving allowances under the Disabled Persons Act decreased from 50,045 at December 31, 1961 to 50,029 at March 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $4,237,467.00 for the quarter ended March 31, 1962, compared with $4,042,658.38 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $88,544,221.08.

Federal expenditure for the fiscal year 1961-62 amounted to $16,433,610.63, an increase of $47,790.88 over the expenditure of $16,385,819.75 in 1960-61.

At March 31, 1962, the average monthly allowance in the provinces ranged from $53.22 to $64.54. At that date five provinces had adjusted their payments to the maximum rate of $65 a month. Payments in the other provinces were based on maximum allowance of $55 a month.

Blind Persons' Allowances—The number of blind persons receiving allowances under the Blind Persons Act increased from 8,562 at December 31, 1961 to 8,573 at March 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $1,070,925.79 for the quarter ended March 31, 1962, compared with $1,019,045.52 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $35,685,680.40.

Federal expenditure for the fiscal year 1961-62 amounted to $4,129,852.26, a decrease of $31,980.67 over the expenditure of $4,161,832.93 in 1960-61.

At March 31, 1962, the average monthly allowance in the provinces ranged from $53.03 to $64.24. At that date five provinces had adjusted their payments to the maximum rate of $65 a month. Payments in the other provinces were based on maximum allowance of $55 a month.

Canada Attends OECD Seminar on Joint Consultation, Communication

Methods of improving mutual understanding between employers and employees in the individual firm were discussed at an international joint seminar on "Attitudes and Methods of Communication and Consultation between Employers and Workers at Individual Firm Level."

The seminar, under the auspices of the Organization for Economic Co-operation and Development, was attended by a Canadian delegation consisting of John Dickinson, Executive Director of the National Productivity Council; Michael H. Nicols, Canadian Vice-President, International Association of Asbestos Workers; Marcel Pepin, Secretary, Confederation of National Trade Unions; and Dr. W. R. Dymond, Assistant Deputy Minister of Labour. Messrs. Nicols and Pepin are members of the National Productivity Council.

A report giving an outline of present regulations regarding consultation and collaboration between employers and workers at the individual firm level in force in 11 European countries, drawn up with the help of the ILO, was presented at the seminar.

This report was followed by a number of papers by representatives from different countries. The subjects covered by the papers were: Training of Staff in Communications; Part Played by Supervisory Staff and Workers' Representatives in the Two-Way Flow of Information; Information as a Factor in Joint Consultation; Action Taken on Workers' Proposals; The Evaluation of Written Communications; Employers' and Workers' Attitudes Toward Communications; Principles, Aims and Development of Internal Communications Systems; and Information as a Factor in Joint Consultation—Summary of a Case-Study.

Separate sets of recommendations were made by the employers' and the workers' representatives.

The employers' representatives recommended that:

1. Study should be made of all kinds of information and communication which should be available at all levels of an undertaking, taking into account the studies that have been and will be made, and avoiding unnecessary duplication of the work of national and international bodies.

2. All levels of employees require adequate opportunity to consider the information received and to pass back views and suggestions.

3. Training in these important matters, at all levels of the undertaking, requires more attention with regard to study methods and their development.

The workers' representatives agreed with points 1 and 3, but two of them disagreed with point 2 on the ground that trade unions were not mentioned.

The workers' representatives made the following recommendations:

1. The workers' representatives declare that an effective system of joint consultation and communication is an important factor in sound industrial relations, in achieving greater work satisfaction, and economic progress.

2.1 It should be a practice of good management-labour relations to make regular examination of the system of communication in order to secure the maximum efficiency in conveying information both upwards and downwards.

2.2 In all communication and consultation, where appropriate, customary trade union channels should be adequately utilized.

3. At international level, the workers' representatives are of the opinion that the OECD should recommend that member governments should encourage to the maximum the improvement of communication and consultation in industry and that the Organization should stimulate and co-ordinate social sciences research in these fields in the various member countries.

4. The seminar looks forward to the early resumption of the work of the former International Joint Committee for Applied Human Sciences and Industrial Relations within the framework of the OECD.

The employers' representatives agreed with points 1, 2.1 and 3. They did not agree with point 2.2, which they thought not suitable for some of the countries concerned. One employer's representative objected to point 4 on the ground that the seminar was not qualified to make such a recommendation to the OECD.

Two New Monographs Released In Canadian Occupations Series

Two new monographs in the "Canadian Occupations" series, *Careers in Natural Science* and *Careers in Library Service,* have been released by the Department of Labour.

Careers in Natural Science, No. 21 in the series, is a revision of that part of an earlier publication, *Careers in Natural Science and Engineering,* that dealt with occupations in the natural sciences.

Careers in Library Service, No. 47 in the series, outlines the broad field of employment, professional and non-professional, in library work.

Both monographs are available from the Queen's Printer, Ottawa.

The Goldenberg Report

Ontario Royal Commission on Labour-Management Relations in the Construction Industry recommends special provisions in Labour Relations Act to govern that industry, and extensive changes in the province's labour standards legislation

Special provisions in the Ontario Labour Relations Act to govern the construction industry and extensive changes in the labour standards legislation of the province were recommended by the Royal Commission on Labour-Management Relations in the Construction Industry.

The proposals involve appointment of a Construction Industry Panel of the Ontario Labour Relations Board and the establishing of a Construction Industry Wage Board, representative of employers and trade unions in the industry, with all necessary powers to establish and enforce minimum hourly wage rates and maximum hours of work.

The Report recommended further that the Ontario Minister of Labour should call a joint conference of employers and trade unions in the industry to draft plans for multiple bargaining and master agreements and to consider the formation of permanent consultative machinery on matters of general concern.

The Commissioner, H. Carl Goldenberg, Q.C., was appointed on June 27, 1961, under the Public Inquiries Act. He held public hearings in Toronto in October and November, and received thirteen briefs. His report was tabled in the Ontario Legislature on March 26.

The labour disturbances that led to the appointment of the Commission began in the residential building sector of the Toronto construction industry. As a background to the particular dispute, the Commissioner described the economic features of the construction industry in general and the special characteristics of the residential building part of the industry.

That construction is of major importance in the economy of the province is shown by the fact that the value of construction work performed in Ontario in 1960 was $2,340 million, $1,512 million in building construction and $828 million in engineering construction. Residential construction represented almost half the building construction. It was estimated that Metropolitan Toronto accounted for more than a third of the total value of building construction in the province.

A number of special features differentiate the construction industry from industry in general. The product of construction remains fixed in a geographical location, while the plant and the workers move. Jobs at any one site are usually of quite limited duration, and large parts of the work force move about within localities and between areas.

Irregularity of employment is a feature of the industry, which is subject to both cyclical and seasonal fluctuations. In 1960, while total employment in Canada varied by 11.5 per cent between the low point and the peak, construction employment varied by 56 per cent.

The industry operates on the principle of specialization, which is reflected in the organization of construction firms by specialty trades and the parallel organization of the work force by crafts. The trend is to subcontract almost all the work except the carpentry and concrete form work.

It was estimated that, in Toronto, the general contractor in commercial and industrial building subcontracts 80 per cent of the work and the housebuilder almost the whole of it. In heavier engineering construction, however, the contractor may undertake 80 to 95 per cent of the work.

Except in the case of large projects, ease of entry is a characteristic feature of the construction industry because construction requires less capital per unit of output than almost any other industry.

Residential Construction

Residential construction has been organized by unions only to a relatively small degree. Almost all work is done by subcontractors, and competition between trade contractors is intense. The Commissioner summed up the situation as follows:

> The nature of competition between trade contractors in recent years has afforded opportunities to housebuilders, who are engaged in a speculative operation, to reduce contractors' prices by "shopping" the market and "peddling" bids. The boom in housing in Toronto, as elsewhere, in the 1950's attracted to the industry many persons with no previous experience in building, some of whom have been appropriately described as "fly-by-night" and "fast buck" operators. Not unduly concerned with the quality of their product, they took advantage of the straitened circumstances and inexperience of small contracting firms, especially as the boom declined, often forcing bids to be reduced to unsound levels. The responsible builders would then be forced to bring pressure on their contractors in self defence. In a surplus labour market, and without the constraint of collective agreements, the contractors, who are essentially contractors of labour, would seek to recoup themselves by

cutting their own costs at the expense of their employees through substandard wages, excessively long hours of work, and disregard of safety standards, as well as by lowering the quality of the work.

The brief of the Toronto and District Trade Contractors' Council confirmed that the practice of "bid peddling," that is, deliberately importuning a subcontractor into lowering his price below his competitor's by openly revealing the latter's quotation, was becoming prevalent in the residential construction field.

The bulk of the labour force in residential building in Toronto is composed of unskilled and semi-skilled Italian immigrants, most of whom came to Canada in the 1950's. In recent years there was always an excess supply of unskilled labour and the ranks continued to be swelled by the inflow of more immigrants and the entry of the younger generation into the construction labour force. As the boom declined, the labour surplus increased and the workers, unprotected by unions or a minimum wage, bid more strongly against each other for available work.

The Commissioner found that there had been exploitation of workers in house and apartment building by some contractors and that the abuses were an underlying factor in recent labour disturbances. He was not able to measure the extent to which the abuses prevailed, but he had no doubt that "a significant minority" of firms in the housebuilding industry took advantage of the needs, the fears and the limited experience in Canada of the immigrant worker.

Taken together, the kinds of exploitation cited by the Brandon Union Group, the Toronto and District Trade Contractors' Council and the Administrator of the Italian Immigrant Aid Society cover all the classic forms: marginal and below marginal hourly wage rates and short payment of hours worked; kickbacks (the payroll registers and pay cheques show regular wages but the employee is required to return to the employer, or pay him in advance, part of the wages in cash as a condition of obtaining or retaining employment); no more than straight-time pay regardless of hours worked in a week; irregular and long hours; no vacation pay although the provincial legislation requires a minimum of 2 per cent of wages; non-payment of wages. (NSF cheques, disappearance of contracting firms without paying employees at the end of the season); collusion of an employer and an employee to circumvent a collective agreement or a fair wage schedule.

Standard practices in the matter of providing statements to the employee indicating wages earned, hours worked and deductions made have been abandoned, and safety regulations have been viewed as a needless expense.

The brief of the Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America alleged exploitation in other cities as well as Toronto. Interviews by a union officer with immigrant workers in housing projects in Kitchener in 1959 found wages ranging from 85 cents to $1.50 an hour and very long daily hours. Describing a situation in Guelph the same brief quoted the President of the Guelph Labour Council in August 1960 as follows:

> They've got cement work, curbs, and gutters being done by labourers, and they are paying them anywhere from $1.00 to $1.25 per hour, which is big money. They start them off at about 6.45 a.m. and give them about 45 minutes for a dinner break, and they are through at about 6.45 at night. For this they are paid anywhere from 10½ to 11 hours, depending upon how good the boss feels—we have been to City Council twice now, once with the fact they were hiring all people from Toronto, and transporting them in every day. They had a truck-load of 26 people in a small ½-ton truck—26 men being driven all the way from Toronto, which meant these men were getting up about 4.30 in the morning, coming all the way to Guelph. After they were through at about 6.45 at night, they would load them back in the truck, and go all the way back to Toronto again.

Unions have generally been less successful in organizing workers in residential building than in commercial and industrial construction for the reason, among others, that there is less continuity of employment and more competition for jobs. On the employer side, the large number of small firms with a very high turnover rate makes collective bargaining through employers' associations more difficult than in non-residential construction, where firms are larger and fewer in number.

Approximately 5,000 workers in house and apartment building in Toronto, mainly immigrants, are now members of the following five locals chartered directly by the international unions and commonly called the "Brandon Union Group:"

Bricklayers, Masons and Plasterers International Union of America, Local 40

International Hod Carriers, Building and Common Labourers Union of America, Local 811

United Brotherhood of Carpenters and Joiners of America, Local 1190

Operative Plasterers and Cement Masons International Association of the United States and Canada, Local 117 (Plasterers)

Operative Plasterers and Cement Masons International Association of the United States and Canada, Local 117-C (Cement Masons)

Employment in residential construction in Metropolitan Toronto was estimated by the spokesman for this group at 22,100.

Commercial and Industrial Construction

Commercial and industrial building is almost completely organized in Toronto. Non-union firms account for a relatively small proportion of the total volume of construction. Bargaining takes place between craft unions and associations of employers.

In a move to co-ordinate bargaining, the general contractors and the trade contracting associations formed the Labour Relations Association of the Toronto Construction Industry late in 1960 and have been proposing direct negotiations between the Association and the Building Council, with which the craft locals are affiliated, or concurrent negotiations with each union. Neither alternative has yet been accepted by the unions.

Engineering Construction

Road builders are distinguished from general contractors in that they are engaged in a highly specialized activity in which a relatively small number of firms participate. Subcontracting is mainly for hauling and grading.

Road construction is carried on for only seven or eight months of the year but a small number of key men are employed throughout the year. Unskilled workers are employed and trained by the contractor. With limited alternative employment opportunities, they tend to work for a particular employer year after year.

Much of the work is performed away from settled communities. The standard hours of work are unusually long, the current agreement in Toronto providing for 110 hours of work in any two weeks at straight time.

In Toronto, the organized employers represented by the Metropolitan Toronto Road Builders Association negotiate with a council of trade unions representing the Operating Engineers, the Teamsters and the Labourers. Most of the work is for governments.

It was pointed out in the hearings that the federal Government includes a fair wage schedule in its contracts, as do Metropolitan Toronto and other municipalities, but that, although Ontario Government contracts require the payment of fair wages, no schedule has been formulated. The spokesman for the Metropolitan Toronto Road Builders Association pointed out that the amount of construction available for the contractors has not increased in relationship to the number of contractors that have come into the business. As a result, the business is very competitive and, with no prevailing minimum rate or no minimum rate of wages, there is a tendency to cut wages to get contracts.

The sewer and watermain contractors are dependent in large part on residential building, and particularly on the development of new subdivisions and commercial centres. The contractors are organized in the Metropolitan Toronto Sewer and Watermain Contractors Association and bargain with a council of trade unions representing the same three unions as negotiate with the road builders. The Association recommended that to stop the exploitation of labour a minimum wage schedule should be adopted by areas for the whole province.

The Strike in August 1960

The incidents that led up to the appointment of the Royal Commission began in the summer of 1960. To obtain recognition from the employers in the residential sector, the five Brandon unions took strike action at the beginning of August 1960. When the strike ended in the third week in August, somewhat less than half of the 600 carpentry and masonry contractors had signed collective agreements. Thus a large group of contractors in each trade continued to operate with non-union employees and to pay wages below union rates.

The contractors who had signed agreements claimed that they could not afford union wages and conditions in the face of strong competition from non-union contractors, along with declining activity in house building. Many union contractors lowered wage rates. If the unions objected, they did not avail themselves of the grievance procedure under the agreements.

A strike was called on May 29, 1961, ostensibly to protest against violation of agreements but also as an instrument for the organization of non-union workers. Pickets were placed around non-union residential projects and union supporters put pressure on tradesmen to join locals and on non-union contractors to recognize the Brandon locals.

The affiliates of the Building Trades Council, representing some 25,000 workers in the commercial and industrial field, supported the strike, and some large projects were brought to a halt. The Teamsters union also observed the picket lines.

Early in June 1961, the Premier of the province intervened and proposed a settlement plan involving: the establishing of a special temporary arbitration board to adjudicate the alleged violations of collective agreements; the appointment of additional

labour inspectors to investigate violations of labour standards legislation; and the appointment of a Royal Commission to inquire into labour relations in the construction industry.

Both parties approved the proposal in principle, but it was not until the middle of July that they came to terms and the stoppage ended. In order to give the special arbitration board jurisdiction, both parties had to sign agreements giving it authority to make final and binding orders in connection with grievances.

The unions continued to picket selected residential construction sites for organizational purposes throughout the remainder of the year.

Summing up the situation, the Commissioner said:

> This analysis of labour relations in residential building shows a highly unstable situation arising from the economic characteristics of the industry, a surplus labour market and opportunities for exploitation of workers by irresponsible employers, ineffective organization of employers and of employees, and inadequacies in the law. Such a situation, breeding conflict, calls for remedial measures.

The Remedies Proposed

The Commissioner recommended that special provisions governing the construction industry should be embodied in the Labour Relations Act.

In hearings before the Commission, representatives of contractors and of trade unions agreed on the proposition that legislation of general application, such as the Labour Relations Act, is not appropriate to deal with the special labour relations patterns and problems of the construction industry. The brief of the Brandon group referred to "the peculiar fluidity" of the employment relationship, pointing out that, as a result, "both employer and employee are constantly driven to resort to the labour market, and that virtually all transactions on that market are expected to be impermanent." By contrast, in most other industries, the employment relationship is conceived of as more or less permanent.

"It is not surprising," the brief continued, "that legislation of general application premised upon a general view of the facts of industrial life should be unsuited in many respects to the needs of this particular industry. Nor is it surprising that the malfunction of the legislation has in turn created a situation in which many unions, frustrated in pursuing their admittedly lawful objects by legal means, have turned to extra-legal devices."

The Ontario Federation of Construction Associations stated: "The size of the work force of any particular type of contractor or any building project is constantly changing. Hence, those provisions of the Ontario Labour Relations Act which deal with 'an appropriate bargaining unit,' which is apparently intended to be some collection of regularly employed persons engaged by a particular employer at a particular location, have little meaning in the construction industry."

Recommendations

The following special provisions were recommended by the Commission:

1. The Act should direct the Chairman of the Labour Relations Board to appoint a Construction Industry Panel of the Labour Relations Board, which will be primarily available for cases arising from the construction industry.

2. "Area certification" should be made the general rule and "project certification" should be restricted to long-range projects of a special nature, and this policy should be set out in the Act. (The Board now grants certification for an area unit in an employer's place of "residence," i.e., head office or branch office).

An area certificate should be issued upon the union's establishing that it has the requisite number of members among the employees in the unit at the time when the application is made, and, further, where a union has bargaining rights, either through certification or on renewal of a collective agreement, the employer should be obliged to bargain with it even when there are no employees in the bargaining unit on the job. Where, as the result of a build-up of employees following certification, the union may no longer represent the majority of the employees in the unit, the Board should be empowered to entertain at its discretion an application from such employees for termination of bargaining rights at an earlier stage than is now provided in the Act.

3. The Act should be amended to provide for multi-employer units and that two or more trade unions may join in an application for certification.

4. To avoid delay in the certification procedure, special provision should be made in the Rules of Procedure of the Board for the expeditious processing of construction industry cases. Hearing officers with the rank of Deputy Vice-Chairman should be appointed and the Panel should be author-

ized to grant interim certification without public hearings upon the report of the Hearing Officers, subject to review by the Board at the request of an interested party.

5. The Act should be amended to reduce the periods provided for negotiation and conciliation, because the delays involved in negotiation and conciliation procedures are unduly long in terms of the requirements of collective bargaining in construction. If the conciliation officer reports that he has been unable to effect a collective agreement, a conciliation board or mediator should be appointed only upon the joint request of the parties. The Act should further provide that the parties may agree in writing to accept the report of a mediator or a conciliation board, as the case may be, and that, upon doing so, they should be bound by the report.

6. To facilitate conclusion of negotiation and conciliation before the expiry of an existing agreement, the Act should be amended to require that notice to bargain should be given within three months and not less than two months before the expiry date of the existing agreement.

7. To provide a more expeditious way of dealing with grievances while agreements are in effect, the Act should be amended to require all collective agreements in the construction industry to provide for settlement by an arbitrator designated in the agreement or selected from a panel of arbitrators named in the agreement. Such an arbitrator should be required to make his award within five days from the termination of the hearings, unless the period is extended with the consent of both parties.

8. The Act should be amended to provide that "where a business or part thereof is sold, leased or transferred, the purchaser, lessee or transferee shall be bound by all the proceedings before the date of sale, lease or transfer and shall become *ipso facto* a party thereto, and that the proceedings shall continue as if no such change has occurred, and that if a bargaining agent was certified the certification shall remain in effect, and if a collective agreement was in force that agreement shall continue to bind the purchaser, lessee or transferee to the same extent as if it had been signed by him." (A number of cases were cited to the Commissioner where an employer in the housebuilding branch of the construction industry evaded collective bargaining with a certified union merely by effecting a nominal change in the legal entity of the business.)

9. The Act should be amended to empower the jurisdictional disputes commission to deal with jurisdictional disputes that originate because of claims put forward by a union whose members are not at work on a project but who think they should be employed there. Further, the Act should expressly prohibit strikes, picketing and lockouts in connection with a jurisdictional dispute, and the jurisdictional disputes commission should be empowered to make orders requiring any party to cease and desist from doing any act which prevents the implementation of the order.

The Ontario Federation of Construction Associations claimed that jurisdictional disputes, arising from the conflicting claims of unions to perform a particular type of work, usually result in work stoppages and picketing, and that such machinery as exists for dealing with the problem is ineffective.

In the Commissioner's view, jurisdictional disputes over work assignment, to be understood, must be related to the organization of the industry, which, as pointed out above, is based on the principle of specialization. "Subcontract specialization by material or product component and the division of labour by crafts or trades are applications of this principle."

The craft union structure of the building trades is the counterpart of the system of specialization under which the industry operates. Craft unions, operating in a labour market with an extremely high rate of turnover and, therefore, a very low degree of security of job tenure, seek to achieve more security for their members. Accordingly, with the employment and income of its members dependent on the availability of their specialized work, the union in each craft seeks to protect and enlarge its task jurisdiction and thereby the employment opportunities of the craft. Its jurisdictional claims correspond in a sense to the seniority rights of workers in industrial plants.

Among the factors contributing to jurisdictional conflict are the overlapping of jurisdictional claims under the respective union constitutions; changes in the materials used due to technological developments; competition between subcontractors; and work assignments by contractors which differ from the custom of the trade.

The Commissioner noted that strikes to enforce the claims of one union against those of another are prohibited by the internal rules of international building trades unions, and that the constitutional provisions of the Building and Construction Trades Council of Toronto and Vicinity

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state that "picketing of jobs will not be permitted for settling jurisdictional disputes between affiliated unions of the Council."

The principle of adjustment without work stoppages has been accepted but the existing machinery of voluntary settlement, the National Joint Board for the Settlement of Jurisdictional Disputes, in Washington, D.C., has not always been effective as applied to disputes in Canada.

J. J. Pigott, the spokesman for the Ontario Federation of Construction Associations, submitted that:

> . . . on several occasions when Ontario contractors have sought relief by appealing to this tribunal to solve a local jurisdictional dispute, they have encountered all of the annoying delays and frustrations which naturally arise because the tribunal operates as a merely voluntary arrangement between certain unions at the top level; because it is too far distant from the site of the actual dispute to operate effectively; because of extraordinary delays in getting the facts before such a tribunal; and because of the practice of this tribunal in making decisions which are only applicable to the particular work project upon which the dispute has arisen and do not necessarily have any precedent value with respect to a similar dispute on an adjacent work project.

The Commissioner recommended that "the trade unions and employers' organizations in the Ontario construction industry should jointly set up their own machinery for the settlement of jurisdictional disputes along the lines of the Joint Board for the Settlement of Jurisdictional Disputes in Washington, or as may otherwise be appropriate to Ontario as a Canadian province."

It would still be necessary, in the Commissioner's view, for the law to provide for cases where voluntary adjustment cannot be effected. Such a procedure was introduced into the Ontario Act in 1960. The Lieutenant-Governor in Council is empowered to appoint one or more jurisdictional dispute commisssions to deal with jurisdictional dispute complaints and to issue orders and directives. A commission was appointed and it has issued orders in approximately thirty cases. In none has it been found necessary to enforce compliance by registering an order in the Supreme Court as may be done if there is failure to comply with the order, a fact which indicated to the Commissioner that it has been meeting with success in the performance of its functions.

Its jurisdiction has been affected, however, by the decision in the recent case of *Canadian Pittsburgh Industries Limited vs. H. Orliffe et al* (L.G., Jan., p. 77), which holds, in effect, that it may deal only with disputes that arise between different groups of employees working for the same employer on a project.

10. More effective enforcement should be achieved by extending the authority of the Labour Relations Board. It now has authority to inquire into a complaint of an individual that he has been discriminated against or otherwse dealt with contrary to the Act, and to issue remedial orders. He would confer upon the Board broad powers to deal with all cases of violation or failure to comply with the Act or an order under it. To expedite such enforcement he recommended that hearing officers be authorized to issue orders, subject to appeal to the Board by an interested party.

In briefs submitted to the Commission, both contractors, organizations and trade unions alleged that there had been violations of the Labour Relations Act by the other party. Evidence before the Commission showed that in the housebuilding industry, including apartment construction, both unions and management had disregarded the provisions of labour relations legislation.

In consequence, the Commissioner found that the situation called for some changes in the enforcement provisions of the Act but he said he could not accept the drastic changes suggested in some briefs, which would unduly enlarge the role of the state in industrial relations without achieving the desired result.

> Their authors apparently assume that every problem can be solved by a law and that the courts will always provide an effective remedy with minimum delay. The facts are that some problems of human relationships cannot be solved by law alone and that delays in the courts may far exceed the delays of administrative tribunals. These considerations apply to labour legislation which seeks to promote industrial peace through collective bargaining.

The Commissioner found worthy of serious consideration the submission by the Ontario Federation of Construction Associations that the present system of negotiation, in which each local craft union insists on separate craft bargaining in the organized part of the industry, is chaotic and wasteful. He concluded that "considering the interdependence of the various crafts on a construction project and, having regard to the bargaining experience in Toronto and in other areas in the recent past, it is clear that a system of consecutive independent bargaining by each craft can produce disorder in the industry whenever agreements are subject to renewal."

He did not think that the law could properly require multiple and concurrent bargaining, but he thought it should facilitate it. He considered that the recommendations he had made for amendment of the Labour Relations Act would do so.

He further recommended that the Minister of Labour should call a joint conference of employers and trade unions in the construction industry to consider and formulate plans for multiple bargaining, master agreements, a uniform expiration date of collective agreements in each bargaining area, and to deal with related matters.

If the conference is successful, the establishment of a permanent Joint Labour-Management Council might be considered. It should meet periodically on matters of general concern, such as winter employment and training. The promotion of year-round employment in construction would improve industrial relations, and government, management and labour should co-operate toward ths end.

Minimum Standards

It was established in the briefs to the Commission that the legislation of the province had not been effective in preventing exploitation of workers in residential building. It was pointed out in the briefs that there was no general minimum wage for men, and that in the two trades, plastering and painting, in which industrial standards schedules set minimum rates and conditions of work for tradesmen, there appeared to be widespread violations.

The Hours of Work and Vacations with Pay Act was said to be observed in the breach, rather than in performance.

The Commissioner made recommendations with respect to several Acts establishing minimum standards.

The Industrial Standards Act

In the Commissioner's view there were several reasons for the ineffectiveness of existing schedules and the failure to negotiate more schedules. (Only two, for the plastering and painting trades, are in force in the Toronto zone.)

A schedule applies to a specific trade in all branches of the industry. The trade is not defined precisely and there is no provision for certification of skilled tradesmen, with the result that an employer covered by the schedule may find himself compelled to pay the skilled tradesman's rate to semi-skilled employees, or, on the other hand, an immigrant who is a skilled tradesman may have to accept substandard wages because he cannot prove he is skilled.

The zones are defined to include urban areas and the zones have not kept up with urban development. Housebuilders engaged in work outside the zone have an unfair advantage over those who have to pay the scheduled rate within the zone.

The rates are the top rates under collective agreements in the commercial and industrial sector and the hours are the same as in those agreements. The extension of these rates and hours to residential building has deterred agreements on schedules. In his opinion, the difference between the economics of the two branches of the industry warrant variations in construction schedules which the crafts are not prepared to accept.

Further, adequate administrative machinery and a proper system of inspection by a staff of qualified inspectors and auditors is lacking.

Considering the foregoing, he found that the Act as presently applied to the construction industry does not offer a solution to the problem of protecting the unorganized worker and the responsible employer in the sectors of the industry where collective bargaining is weak.

Minimum Wages and Maximum Hours

The Commissioner's finding was that the construction worker needs the protection of a minimum wage. The facts show that both unskilled workers and tradesmen in the unorganized sector of the industry are particularly vulnerable to competitive pressures on their wages and working conditions that may and do lead to exploitation. Under the Minimum Wage Act, minimum wages have been set only for women. The conditions in the unorganized part of the construction industry call for a change of policy in Ontario in this respect.

Having concluded that a minimum wage was necessary, he reached the further conclusion that it should be a rate that took into account the seasonal nature of the industry, loss of time caused by inclement weather, and loss of time in transferring between jobs. A minimum adequate for a worker in an industry with a steady employment pattern would not be adequate for a construction worker. The lowest rate proposed in the recommendations made to the Commission for unskilled construction labour was $1.25 and the highest was $1.60.

He favoured the establishment of two rates only, one for tradesmen and another for other employees, a method adopted in British Columbia's Construction Industry Male Minimum Wage Order No. 12 (1960), which sets minimum rates of $2 per hour for tradesmen and $1.30 per hour for other employees for a 40-hour week.

He accordingly recommended that legislation be enacted to create a Construction Industry Wage Board composed of an equal number of representatives of trade unions and employers in the industry and a

public member as chairman, with all necessary powers to establish and enforce minimum hourly wage rates and maximum hours of work in the construction industry.

The Board should first determine and establish an appropriate minimum wage rate for tradesmen and an appropriate minimum wage rate for other employees, and the maximum number of hours to be worked at such rates, for the Metropolitan Toronto-Greater Hamilton area, since it is in this area that immediate remedial measures are required. It should then conduct the necessary inquiries and investigation for determining minimum rates and maximum hours in the construction industry in other parts of the province or for the province as a whole. The Board should review its orders periodically.

The Board would need to be provided with an adequate staff of qualified inspectors and auditors. Without a satisfactory system of inspection, the Commissioner emphasized that the law would be a dead letter in so far as some contractors are concerned and would not provide the required protection either for the workers or for the responsible employers. All employers should be required to post the orders of the Board where the employees will be able to read them, in English and in the principal language of the employees, if it is other than English.

Further, the Government of Ontario should specify fair wages and maximum hours of work in government contracts.

Vacations with Pay

There was general agreement in the briefs to the Commissioner that the provision for vacations with pay is not properly enforced. He attributed this to inadequate inspection because of the limited available inspection staff and to inadequate penalties to serve as a deterrent.

He noted that when an employer is convicted of violation of the vacation with pay provisions, the fine is a nominal one ("not less than $25") and it is not mandatory for the magistrate to order the employer to pay the employee his vacation pay, and, if he does issue such an order, it must be filed by the employee in a division court to become effective.

He recommended that the Hours of Work and Vacations with Pay Act be amended to make it mandatory upon the magistrate to order an employer convicted of violation to pay to the Industry and Labour Board, on behalf of the employee, the amount due him in vacation pay.

He also recommended a review of the regulations governing the use of stamps in the construction industry, adequate inspection, and the posting by the employer of notices and regulations under the Act.

Protection of Wages

The abuses in residential building revealed by the inquiry pointed to a need for effective legislation for the protection of wages. The Master and Servant Act and the Mechanics' Lien Act do not meet the requirements of the situation.

The Commission accordingly recommended that wages protection legislation be enacted in Ontario. It should make the prime contractor or builder responsible for ensuring the payment of wages by his subcontractors, and should authorize the Minister of Labour to require the employer who has defaulted in the payment of wages to furnish security to guarantee the payment of wages to his employees.

The practice of "kickbacks" should be prohibited; employers should be required to furnish each employee with a complete pay statement on every payday, and employees should be informed of their rights under the legislation by the posting of an abstract or other material prescribed by the Minister, in English and also in the principal language of the employees if it is other than English.

He further recommended that the Master and Servant Act be amended by raising the amount that may be claimed for wages due and unpaid from $200 (the present maximum) to $500 and by allowing proceedings to be taken within six months, instead of one month, after employment has ceased or after the last instalment of wages was due, whichever is later. He also recommended that the Mechanics' Lien Act should be reviewed in terms of modern requirements.

Registration of Contractors

To meet the enforcement problem arising from the difficulty of identifying and locating contractors in housebuilding, the Commission recommended that legislation be enacted requiring all builders, contractors and sub-contractors to register with the municipal authority in all municipalities in which they operate, and that the municipalities be authorized to charge a fee for such registration.

He would also require all persons to whom a building permit has been issued to report to the municipal authority the names of all contractors and subcontractors employed on the project, and would require the municipal authorities to report such registrations and other data regularly to the provincial Department of Labour.

He noted that the Royal Commission on Industrial Safety had found that licensing was necessary to force compliance with safety regulations in the construction industry, and recommended the adoption of legislation setting up a system of licensing. If this recommendation were implemented, a system of registration would not be necessary.

Apprenticeship

The Apprenticeship Act should be revised to take cognizance of developments in vocational training and of economic and industrial changes. Specifically, the upper age limit of 21 for apprenticeship should be repealed in view of the fact that large numbers of workers are unemployed because of a lack of the required skills.

Legislative Action

Before the Ontario Legislature prorogued on April 18, action was taken to implement a number of the recommendations.

The Labour Relations Act was amended by inserting provisions applicable to the construction industry, and a panel of the Labour Relations Board has since been named to deal with construction industry cases.

The enforcement provisions of the Hours of Work and Vacations with Pay Act were strengthened, and the Master and Servant Act was amended with respect to wage claims that may be dealt with under it.

Details of the new legislation will be reported in a later issue.

Changes in General Assistance Legislation from November 1960 to December 1961

Major changes are made in general assistance legislation in Quebec, Ontario Saskatchewan and Alberta; minor changes in Newfoundland, Manitoba. Several provinces amend legislation on mothers' allowances, accommodation for aged

GENERAL ASSISTANCE

Major changes were made in legislation on general assistance in Quebec, Ontario, Saskatchewan and Alberta; and minor changes were made in Newfoundland and Manitoba.

Newfoundland

Under Regulations gazetted December 12, 1961, some changes were made in the amount of social assistance that may be granted to a person toward repairs and renovations of his home. The Social Assistance Board may, as formerly, grant a person in any one year an amount not in excess of $240 for this purpose, but a new provision permits an aggregate of such grants of up to $960 in any four-year period.

Any amount in excess of $960 must be approved by the Lieutenant-Governor in Council, and then only if the debtor gives the Minister of Public Welfare a mortgage on the land on which his home is situated and, if required, on any additional land. The terms of repayment of the excess are as prescribed by the Lieutenant-Governor in Council.

Formerly, subject to the approval of the Minister of Public Welfare, the Regulations permitted an increase in the basic amount up to $750, in any one year, with any amount in excess of $750 to be approved by the Lieutenant-Governor in Council.

The Social Assistance (Consolidated) Regulations, 1961, published in the Newfoundland Gazette of January 17, 1961, consolidated all Regulations under The Social Assistance Act, 1954, and revoked all former Regulations.

The Dependants' Allowances (Repeal) Act, 1961, and The Mothers' Allowances (Repeal) Act, 1961, repealed The Dependents' Allowances Act and The Mothers' Allowances Act respectively, since the terms of both of these Acts had been incorporated in The Social Assistance Act, 1954.

Quebec

It will be recalled that major changes were made in general assistance in 1960 with full assumption by the province of costs of aid (L.G. 1960 p. 1256).

An amendment to the Quebec Public Charities Act, assented to May 10, 1961, added to the classes of persons assisted under the Act. The amendment, effective from September 1, 1961, provides for monthly allowances, payable by the province, of up to $65 to needy widows or spinsters of 60 to 65 years of age, and for monthly allowances up to $10 to

needy persons receiving old age security, old age assistance, or blind or disabled persons' allowances. Additional amounts may be given in cases of necessity. The amendment also provides for allowances to needy persons who are not hospitalized and not assisted under other provisions of the Act.

Rates

Regulations under the Quebec Public Charities Act (O.C. Nos. 1664 and 1665) dated July 27, 1961, and effective September 1, 1961, replaced former Regulations. These Regulations, which were gazetted September 30, 1961, made changes in rates and a number of important administrative and other changes. They were then amended by Regulation O.C. No. 1887 dated September 7, 1961, also gazetted on September 30.

Under Regulation 1664, rates of assistance and maximum allowable income are set for needy widows and spinsters and for persons receiving aid in the home. Under Regulation 1665, allowances for persons not hospitalized and not assisted under other provisions of the Act are to be at a rate to be set by the Lieutenant-Governor in Council.

Allowances over and above the basic rates are authorized for all classes. O.C. No. 1664 authorizes additional allowances up to $25 a month for heads of families, if the beneficiary is living in a city or in another municipality where the cost of living is declared equally high. Under Regulation 1665, an additional allowance up to $15 a month is provided for recipients of "governmental allowances" who reside in areas recognized as high-cost areas by the Lieutenant-Governor in Council.

Recipients of "governmental allowances" means those categories of persons who receive federal-provincial and provincial allowances as follows: old age security, blind persons' allowances, disabled persons' allowances, needy mothers' assistance, or aid to needy widows and spinsters.

O. C. 1887 of September 7, 1961, authorizes the administrative authorities to increase the rates, if they are inadequate, but not the maximum income, by $15 a month for all classes of recipients living in a city or in another municipality forming part of the Corporation of Metropolitan Montreal, or in one of the cities or towns of: Anjou, Côte St. Luc, Dorval, St-Léonard-de-Port-Maurice, Quebec, Sillery and Ste. Foy.

Administration

The Regulations of July 26, 1961 (O.C. 1665) transferred administration of supplementary assistance and special assistance (unusual expenses) from the Social Assistance Services of the Department of Family and Social Welfare to the Social Allowances Commission of the Department.

Payments formerly made by municipal and voluntary agencies, subject to the approval of the Social Assistance Services, are now to be administered by and made directly by the Commission. Under O.C. No. 1887, voluntary and municipal agencies were given until January 1, 1962, to transfer all such cases to the Commission. Emergency assistance formerly payable by municipal or voluntary agencies may now also be paid directly by the Commission.

Means Test

Some changes were made in the means or needs test. The allowable income is now based on whether or not the individual is single or the head of a family, and whether or not he is employable or unemployable for 12 months or more. The amount of allowable cash or liquid assets for a single employable person is now $200, and for the head of a family, $400, including the capital of his spouse. The same rates apply to a person unemployable for less than 12 months.

A single person or head of a family, if unemployable for 12 months or more, may have cash or liquid assets of $1,000 including, for a married person, the capital of his spouse. A similar amount is allowed for a widow or spinster 60 to 65 years of age, and for a recipient of old age security, old age assistance, or blind or disabled persons' allowance.

Under O.C. 1665, employable persons applying for assistance are now obliged, like other categories of persons, not to have transferred assets within five years of application for the purpose of qualifying for assistance payments. Under former Regulations the period for this group was one year.

Income is computed much as before, with some slight changes in the proportion to be included of the amount paid for food and lodging by persons outside the family; this has been reduced from 40 to 30 per cent. O.C. 1664 and 1887 set out the financial obligations of relatives; those with whom the petitioners or beneficiaries live are obliged to contribute to their support either in money or in kind, an amount equal to at least 20 per cent of the taxable income.

Children living with parents who are beneficiaries of an allowance are obliged to pay for board and lodging an amount up to $50, that is, a third of their monthly

income up to $150, and in addition, 10 per cent of the monthly income in excess of $150.

Ontario

Substantial changes were made under the General Welfare Assistance Act by Regulations gazetted November 12, 1960 (O. Reg. 293/60), and subsequent amendments.

The major change made by these Regulations is in the schedule of maximum rates of general assistance that the province will share with the municipalities. The schedule includes a specified amount for food, clothing and household sundries, termed "the pre-added budget," which replaced the former separate amounts for each of these items, and includes, as well, the milk allowance formerly expressed in terms of quantity. Separate schedules are set out for single persons and for heads of families, with amounts according to the number and age of dependants.

Rates were subsequently raised by Regulations gazetted February 25, 1961 (O. Reg. 31/61). The amounts for all pre-added budgets were increased. The rate for a single person living alone, for example, was raised from $27.75 to $29.85 a month; that for a head of family with one dependent adult was raised from $49.50 to $53.80 a month; and the rate for a family with one child 10 to 15 years of age was raised from $60.35 to $66 a month.

All shelter allowances were also raised by the above Regulations. The rate for single persons renting furnished and heated premises was raised from $18.50 to $25 a month. For heads of families renting unheated premises, the range was increased from $19-$34 a month to $25-$40 a month, the amount varying with the number of rooms, from one to six; and for those renting heated premises, the corresponding increase was from a range of $23.05-$47.80 to a range of $29.05-$53.80. The monthly amounts added for each room in excess of six remains unchanged.

The total maximum allowances, including all items, for heads of families with dependants remain unchanged.

A later amendment (O. Reg. 172/61) of July 3, 1961, raised the ceiling for shelter allowances in municipalities having a population of 100,000 or more (that is, Metropolitan Toronto, Hamilton, Ottawa, London and Windsor). The maximum amount which the province will share with these municipalities for heated premises is $75 a month and for unheated premises, $65 a month. The total maximum allowance for all items including the pre-added budget may be increased by the amount of the excess paid for the shelter allowance in these municipalities.

In assessing an applicant's income, a municipal or regional welfare administrator must include the net amount of some items, such as income received from roomers, boarders, or from rented self-contained quarters (80, 40 and 60 per cent respectively), and 40 per cent of the gross amount received under old age security, old age assistance, blind persons' allowances, disabled persons' allowances, or mothers' allowances. He must also include the gross amount of payments, such as those received under a mortgage, agreement for sale, annuity or maintenance order. Income does not include family allowances, donations made by a religious, charitable or benevolent organization, and casual gifts of small value (O. Reg. 172/61).

With the approval of the Director of the General Welfare Assistance Branch of the Department of Public Welfare, a regional welfare administrator may now grant assistance to persons having residence in territory without municipal organization, in amounts in excess of the maximum which the province will share with a municipality (O. Reg. 172/61).

Transportation allowances which the province will share with a municipality were extended under Regulations of November 12, 1960, to those required to enable a person to obtain employment or to enable him to obtain medical, hospital or nursing home care not provided in the municipality in which he is living, but these were revoked by the Regulations gazetted July 3, 1961.

Under the Regulations gazetted December 2, 1961 (O. Reg. 362/61), transportation costs for persons resident in territory without municipal organization may now be paid for purposes other than to and from hospital, provided the purpose is approved by the Director as necessary for the general welfare of the person. The cost of an escort, where necessary, may be included.

The province will also pay the actual cost of the grave for the burial of an indigent person, if this is not provided free of charge under The Cemeteries Act, and the cost of transporting the body of a deceased person to a place to await burial.

Under O. Reg. 293/60, gazetted November 12, 1960, the following changes were also made. The date from which residence in a municipality or territory is calculated has been changed from April 1, 1956 to

April 1, 1957. Periods in which supplementary aid was received may now be included in the calculation of residence.

Rehabilitation services must now be approved by the Director of the General Welfare Assistance Branch rather than, as formerly, by the Minister.

The procedure of payment for emergency dental services (extractions) has been altered. Vouchers are issued by the municipal welfare administrator and accounts paid by the municipality, with 80 per cent reimbursement by the province. Formerly, accounts were forwarded direct to the Deputy Minister of Health and the bill was paid by the province.

Under O. Reg. 31/61, an unemployed but employable person must report to the local office of the National Employment Service every two weeks instead of weekly as formerly.

Manitoba

In Manitoba, Section 9 of the Social Allowances Act was proclaimed effective from October 1, 1961. This Section provides for appeal to the Appeal Board by an applicant or recipient of a provincial social allowance against refusal of an allowance, the amount of the allowance granted, or discontinuance, reduction or increase of the allowance.

Saskatchewan

An amendment to the Social Aid Act, assented to April 8, 1961, authorized two or more municipalities to associate to provide aid to indigent persons within the municipalities. The municipal councils concerned are required to pass complementary by-laws to provide for the establishment of a board to exercise and perform the duties of a municipality under the Act. The by-laws must outline, among other particulars, the number and composition of the board, qualifications of members, and the proportion of the total cost of providing aid that each municipality shall share.

Changes were made in the Regulations governing the social aid and supplemental allowances programs.

Social Aid

Under Regulations O.C. 2086/60, gazetted December 2, 1960, a municipality is permitted to grant a rent allowance on the basis of actual rental. A schedule for natural gas rates is included for cities, towns and villages, for heating and cooking, where gas is used as an alternative to coal, wood, or fuel oil.

In determining financial resources, the exemption permitted for burial expenses for elderly persons, or persons with a short life expectancy, was raised from $250 to $300 for a single person and from $500 to $600 for a married couple.

Under Regulations O.C. 1939/61, gazetted November 17, 1961, Section 9 has been amended to permit a municipality to waive the provision that no aid be given a wage earner in full-time employment if the Director of Public Assistance has given prior approval to the criteria used by the municipality for dealing with such cases. If no prior approval has been given, each case must be referred to the Director for decision.

In the section on shelter allowances, payment on the principal of a mortgage or agreement for sale is allowed if the recipient receives aid for more than six months. Total amounts allowed for shelter, however, may not be in excess of the rental allowance which would otherwise be paid.

Clothing allowances have been raised substantially, and now range from $5 a month for a child up to five years of age, to $10 for an adult 19 to 64 years of age, inclusive.

The schedule of utility rates has been expanded to include village and rural rates as well as city rates. Municipalities, as formerly, may use the schedule or may pay an allowance to cover the actual cost of utilities.

The above Regulations permit the following exemptions in computing the applicant's financial resources: maintenance payments made by the Department of Social Welfare Rehabilitation on behalf of a child in the care of the Minister; the cash surrender value of life insurance up to $600 for recipients having dependent children and who are likely to need assistance for more than six months; and the value of room and board of a child under one year of age, where the child lives with his mother. In calculating income, 95 per cent of the gross income from suites is included.

The Regulations also reaffirmed the policy that social aid is not subject to transfer or to attachment in satisfaction of any claim.

Supplemental Allowances

Changes were made in amounts of allowances and in the method of calculating supplemental allowances for recipients of old age security or blind persons' allowances under Regulations gazetted April 21, 1961 and May 12, 1961 (O.C. 618/61

and O.C. 829/61); further changes were made by Regulations gazetted November 17, 1961 (O.C. 1940/61).

Under O.C. 618/61, the "means test" was replaced by a "needs test" in which need is determined by the budget deficit method, that is, the applicant's available resources are balanced against the estimate of regularly recurring need. A person and his family are considered to be in need when a "budget deficit" exists. Eligibility for supplemental allowances for new applicants has been determined under these Regulations since April 1, 1961. Persons receiving allowances under former Regulations continued under those Regulations until November 1, 1961, when all recipients were required to qualify under the new Regulations.

Allowances for food, shelter, clothing and utilities are at the same rate as those for recipients of social aid, but fuel allowances vary slightly, and under Regulations O.C. 829/61, the allowance for necessities for personal care was raised from $1.60 to $6 monthly, and the amount for laundry, cleaning and household supplies raised from $1.30 for a family of one or two adults to $4 monthly for each adult.

Under Regulations gazetted November 17, 1961, rates for clothing, utility and shelter allowances were set at the same rate as for recipients of social aid.

Under Regulations O.C. 618/61, items to be counted as income are the same as for applicants for social aid, with the addition of certain children's moneys held in trust by certain public bodies. Also, proceeds from the sale of real property, which are to be used for the purchase of other property to serve as a home, may be held in trust for a period of not more than four months pending completion of the purchase. During this period, the proceeds are not treated as cash or liquid assets.

O.C. 1940/61 provides that 95 per cent of gross income from suites be included in the calculation of income. In the determination of financial resources, exemptions correspond to those of social aid, but three additional subsections were added to apply to applicants for supplemental assistance. These permit exemptions to the extent of the value of room or board or both, for a dependent son or daughter who is not a child but who is attending school on a full-time basis; the exemption continues for four months after the son or daughter discontinues school on a full-time basis. Aid granted to such a dependent son or daughter as a part of the family unit by the municipality is also exempt.

Persons receiving supplemental allowances may be absent from the province for a period of up to three months without cancellation of the allowance. Provision is made for a special food allowance and for an allowance for a housekeeper, if this service is required by a recipient in his own home for himself or his family.

Alberta

An Act to amend The Public Welfare Act, assented to April 11, 1960, was proclaimed in force June 1, 1961. (This amendment provided for the addition to the Act of Part III, Social Allowances, to provide for provincial allowances to needy mothers with dependent children and to persons who, because of age, or physical or mental incapacity that is likely to continue for more than 90 days, are unable to earn sufficient income to support themselves and their dependants.)

The Social Allowances Regulations under the Act were gazetted May 15, 1961, and became effective June 1, 1961. These set out the residence requirements, the means test and allowable income, allowances payable for food and clothing, and the conditions of payment to trustees.

An applicant is required to be resident in the province, that is, to be domiciled within the province. He must declare all income, and must disclose all transfers or assignments of real or personal property within the five years preceding application. A single person is permitted liquid assets of $500, and a married person or person with dependants, $1,000, and in addition, a dwelling of reasonable value used by the applicant as a home.

The food schedule gives weekly, semi-monthly and monthly rates for an adult living alone, an adult living with others, a married couple, and nine classes of children according to age and sex. The monthly amounts range from $9.70 for an infant under one year of age to $27.50 for an adult living alone.

The clothing schedule sets out monthly amounts which vary according to age and sex, from $3.70 for an infant under year of age to $9.60 for a girl 12 to 16 years of age.

Other basic needs, such as shelter, fuel and drugs, necessary for the health and well-being of the recipient, may be paid in amounts accepted as a minimum standard of health and decency in the community.

Payments may be made to a trustee on behalf of a recipient who is incapacitated through infirmity, illness or other cause, or who is using or is likely to use his allowance for other than his own benefit.

MOTHERS' ALLOWANCES

Under amendments to legislation affecting mothers with dependent children, rates were changed in three provinces: Prince Edward Island, Saskatchewan and Quebec. Coverage was also extended in three provinces: Prince Edward Island, Nova Scotia and Quebec. Other major changes were made in Saskatchewan, an administrative change was made in New Brunswick, and amendments were made to the Regulations in Ontario.

Prince Edward Island

In Prince Edward Island, the maximum allowance per family was raised to $125 from $75 a month under an amendment to the Mothers' Allowances Act in March, 1961. The age of children attending school who may benefit by an allowance was extended from the end of the school year in which the 16th birthday falls to the end of the school year in which the 18th birthday falls.

Nova Scotia

Under an amendment to Part I of the Social Assistance Act assented to March 13, 1961, a needy mother may qualify for an allowance if her husband is serving a term of imprisonment of two years less one day or a longer term; formerly a term of two years or longer was specified.

New Brunswick

An amendment to The Social Assistance Act, Part I (Provincial Assistance), governing allowances for needy mothers with dependent children, changed the title of the "Advisory Commission" to the "Welfare Advisory Board" and gave it advisory functions respecting Part I and Part II (Municipal Assistance).

The function of the Board under Part I has been restricted and it is no longer to consider all applications from needy mothers with dependent children, but only to inquire into the merits of those referred to it by the Director of the program. The appointment and composition of the Board remains as previously set out in the Act.

Quebec

The amendment to the Needy Mothers' Assistance Act, effective September 1, 1961, extended coverage of the Act and raised the basic rate for a mother and one child from $60 to $75 a month. It abolished the requirement of Canadian citizenship, reduced the residence requirement from three years to one year, and removed the requirement that if a deserted mother is to be eligible for an allowance her husband have previous domicile in Quebec.

The amendment also reduced from six to three months the period of absence or imprisonment of a husband before the mother may qualify for an allowance. It permits the grandmother to qualify for an allowance in cases where the mother has abandoned the children; formerly, the grandmother could receive an allowance only if the mother were dead or hospitalized. This provision, which formerly applied also to the sister or aunt, if of age, now extends also to the stepmother, sister or stepsister of 18 or more years of age.

Ontario

Regulations under The Mothers' and Dependent Children's Allowances Act, amending previous Regulations, were gazetted February 25, 1961 and, with the addition of revised forms, on July 3, 1961 (O. Reg. 25/61 and 210/61).

Fuel allowances for recipients living in a territorial district now extend from September to April inclusive instead of to March.

In determining the amount of an allowance, the qualification that the difference between the expenses and income be $5 monthly or more has been removed; the amount of the allowance is now the difference between these two items.

The definition of "liquid assets" was revised to exempt, in calculating income, the amount remaining to be paid, under a mortgage or agreement for sale, to an applicant or recipient or to his spouse. The revised section specifies that damages in favour of a child for whom an allowance is applied for or allowed are "damages for physical injury and nervous shock suffered by a child or children . . ."

The regional welfare administrator may now accept as evidence of the divorce of an applicant any evidence satisfactory to him, of the dissolution of the marriage. Such evidence was formerly restricted to the original or a certified copy of the final decree or judgment.

The new Regulations require a field worker to submit every six months a report on the circumstances of each recipient that might affect payment of the allowance. A report need now be submitted every four months or more frequently only when the Director or the regional administrator so directs.

Saskatchewan

The Mothers' Allowances Regulations under the Social Aid Act were rescinded, effective July 1, 1961, when a new set of

Regulations came into effect. The Regulations for Aid to Dependent Families, as the program is now called (O.C. 673/61), were gazetted April 21, 1961, and were amended by Regulations O.C. 1941/61, gazetted November 17, 1961.

These Regulations retain the same categories of eligible mothers with dependent children as did the former Regulations governing mothers' allowances. Significant changes, however, have been made in rates and in allowable income. Aid under the new Regulations may not be received concurrently with social aid or with a supplemental allowance for basic maintenance.

Formerly, mothers' allowances recipients could receive assistance also from the municipality of residence if need existed. The rates for items of basic maintenance under the new Regulations are the same as for recipients of social aid, and are higher than those formerly paid under mothers' allowances. For example, a mother and one child who receive a mother's allowance of $60 a month, may now receive, depending on the age of the child, $32.50 to $46.50 for food, and, as amended by Regulations of November 17, 1961, $15 to $20 for clothing, $40 for rent, and, in addition, other allowances for fuel, utilities and items of personal and household care.

No specific maximum allowable amounts for liquid assets and other assets are set out under the new Regulations. Need is to be determined according to the budget deficit method, that is, the balancing of available resources against the estimate of regularly recurring need. The resources to be considered are the same as those for recipients of social aid. Recipients of mothers' allowances under former Regulations whose assets exceeded those allowed by the new Regulations were permitted six months in which to reduce their assets through reasonable expenditure, and at the end of this period eligibility was to be established in accordance with the new Regulations.

The Regulations of November 17, 1961, made several amendments. Clothing and utility allowances were increased and an allowance authorized to cover taxes, interest and principal on a mortgage at the same rates as those set out in the revised Social Aid Regulations. Clothing rates were raised from $2.60 to $5 a month for a child under 5 years of age, and range up to $10 a month for a person 19 to 64 years of age, an increase from $5.50. A special food allowance on medical recommendation, and an allowance for a housekeeper, if required, are authorized. Aid may be given up to $60 a month per person for board and room, with an additional allowance up to $10 a month for comforts.

The exemptions allowed in calculating income under the above Regulations were broadened to include the following: maintenance payments made by the Department of Social Welfare and Rehabilitation on behalf of a child in the care of the Minister; the value of room or board of a dependent son or daughter who is not a child, but who is attending school on a full-time basis; the value of such room or board for a period of four months after the son or daughter has ceased attending school on a full-time basis; aid granted by a municipality to such a dependent son or daughter as part of the family unit; the value of room and board of a child under one year of age where the child is living with the mother; and the cash surrender value of life insurance up to $600.

LIVING ACCOMMODATION FOR THE AGED

The interest rate on loans made under Section 16 of the National Housing Act was increased from 5¼ per cent to 5⅜ per cent per annum by Order in Council P.C. 1961-551, gazetted April 26, 1961, and was subsequently reduced to 5¼ per cent by Order in Council P.C. 1961-1493, gazetted November 8, 1961.

During their 1961 sessions, the Legislatures of Nova Scotia, New Brunswick, Quebec, and Ontario passed legislation affecting living accommodation for the aged. New or amended Regulations came into effect in Ontario and Alberta.

Nova Scotia

Under a new Section of the Social Assistance Act, the Minister of Public Welfare may pay an honorarium and travelling allowance to the members of a Board of Visitors who have inspected a municipal home and filed their report.

New Brunswick

The Auxiliary Homes Act was assented to April 8, 1961, and is to take effect when proclaimed. This Act provides for provincial aid for the construction of accommodation for persons who, because of disease or age, require custodial care but do not qualify for services under the Hospital Services Act. A municipality, municipalities, or charitable organization constructing such a home may receive a provincial grant of $2,000 per bed or 50 per cent of capital costs, including equipment, whichever is the lesser.

The Lieutenant-Governor in Council may make regulations respecting the construction, equipping, furnishing, maintenance,

inspection, supervision, control and management of an auxiliary home, the number of patients to be accommodated, the standard of nursing care, the conditions for the admittance of patients, payment of the subsidy for construction, and any other necessary matters.

The Act is to be administered by the Minister of Youth and Welfare, or other member of the Executive Council designated by the Lieutenant-Governor in Council.

Quebec

Through Order in Council 1210, gazetted July 29, 1961, limited-dividend housing companies, as defined in the National Housing Act, are exempted from corporation taxes under the Corporation Tax Act of the province.

Ontario

By an amendment, The Homes for the Aged Act requires that a person appointed as superintendent of a home must have served satisfactorily in such a capacity for at least six months, and must have completed a course of instruction approved by the Minister. Temporary appointments may be made for a period of up to one year. A new subsection in the Act requires the appointment of a physician to be responsible for the medical care of residents in a home.

Through a change in admittance requirements, mentally incompetent persons who are not eligible for admission to an institution under The Mental Hospitals Act must now be over 60 years of age before being admitted to a home for the aged.

Regional welfare administrators are now included among persons having authority to take affidavits and statutory declarations under the Act, replacing district welfare administrators and supervisors.

The cost of maintaining homes in territorial districts is to be defrayed in proportion to municipal assessments according to the assessment rolls as revised and equalized in the immediately preceding year. Where assessment rolls are not equalized by February 10, a Board may apportion the amount it requires in proportion to the assessments most recently equalized, rather than on assessment rolls returned but not yet equalized.

Boards of homes are now permitted to include in their estimates a reserve for working funds which is not to exceed 15 per cent of the total estimates for the year. In estimating the cost of a new building, or the alteration of an existing one, the amount of land for which costs may be included has been reduced from fifteen to eight acres.

Regulations under The Ontario Homes for the Aged Act, gazetted October 21, 1961, amended the definition of "provincial authority" to include regional welfare administrators or welfare institutions supervisors in place of district welfare supervisors and district welfare administrators.

All medical services provided or used in a home for the aged are subject to the approval of the physician appointed for the home. At least once a year the physician must report to the Board or Committee of Management on the general health of the residents and on the medical and nursing services provided, and make any recommendations he considers essential for their health and well-being.

The Regulations now require that an applicant for admission to a home must have a chest x-ray and be declared free of tuberculosis. Also, the residents of a home must be given an annual chest x-ray as well as an annual medical examination. The physician for the home is to attend and prescribe for any resident who does not have his own attending physician, or who requests the services of the home's physician.

A new subsection requires that notice of the death of a resident must be given to a coroner other than a coroner who is the physician for the home in which the deceased was a resident. The date that the notice of death was given to the coroner must be included in the written record of the deceased.

When the cost of maintaining a person in special home care is $90 a month or less (formerly $75), the amount payable by the province remains at 70 per cent of the cost less 70 per cent of any maintenance payments made by the person or on his behalf, other than by a municipality. When the cost is more than $90 (formerly $75), the province will pay an amount equal to $63 (formerly $52.50), less 70 per cent of maintenance payments as described above.

Where an application for the provincial share of maintenance costs is not made within three months following the first day of the month to which it relates, the amount payable when the cost is $90 or less (formerly $75) is 25 per cent of the cost less 25 per cent of maintenance payments made. Where the cost is more than $90, the payment would be equal to $22.50 a month (formerly $18.75), less 25 per cent of maintenance payments made.

The Board or Committee of Management of a home must ensure that up-to-date inventory records are maintained on a continuing basis and are available for inspection at any time. The records must

show additions and deductions, together with the reasons for them, and the disposition of any item deducted. Serial numbers must be assigned to each item of furnishings and equipment. The Board or Committee must designate a person to make an annual inspection of the records and items, and to submit a written report.

Alberta

Detailed Regulations governing fire prevention in municipally licensed homes for the aged have been issued under the Fire Prevention Act. These Regulations, Order in Council 177/61, gazetted February 15, 1961, are concerned mainly with structural aspects of homes, heating units, and equipment provided for the prevention and extinguishing of fires. While certain of the provisions apply to all licensed homes, others do not apply to existing homes except on the written order of the Provincial Fire Commissioner or his inspectors.

Plans and specifications for new homes or for additions and alterations to existing homes must be submitted to the Provincial Fire Commissioner before construction begins. Plans must be complete enough to show compliance with the Regulations. Height and area limitations, and heating and cooking installations, must conform to the provisions of the National Building Code. In addition, special construction features apply for the use of fire walls and smoke barriers, the enclosing of stairwells and chutes, and the materials to be used for interior surfaces.

In all homes, safety rules and a plan for the protection and evacuation of residents must be posted. Employees are to be instructed in fire safety and trained in the proper use of fire-fighting equipment. The superintendent of a home is required to test the fire alarm system each week, inspect fire extinguishing units once a month, and have heating equipment and chimneys inspected every six months. A fire drill must be held each month.

—Research and Statistics Division, Department of National Health and Welfare.

Manufacturers' Profits in 1961 Average 4.9 Cents of Sales Dollar

Corporate earnings in Canada in 1961 averaged 4.9 cents on each dollar of sales, it was found in the 14th annual survey of the manufacturing industry by the Canadian Manufacturers' Association. More than 1,000 companies of all sizes were included in the survey.

The firms covered employ almost half a million Canadians and their aggregate sales last year exceeded $10.3 billion, a record. At 4.9 cents, the 1961 average profit on the sales dollar was up one-half cent from the 1960 figure of 4.4 cents, which was a 13-year low. But it still left the profit one-half cent below the 5.4-cent average for the whole 1948-61 period. It was also a full cent short of the 5.9 cents reached in 1955, the record for the past 10 years.

The survey also showed that in 1961, for the third consecutive year, there was an increase in the number of firms that made no profit at all—a total of 212 out of the 1,011 companies surveyed.

Canadian Education Conference Voted Out of Existence

The Canadian Conference on Education was voted out of existence by its executive on May 31. The executive decided that the Canadian Education Week Committee, which has been a part of the CCE for the past six years, should take over the promotion of education on a national basis.

The CCE was founded by various organizations interested in analysing and advancing education; its orignal sponsor was the Canadan Teachers' Federation. The central body held a conference at Ottawa in 1958 and at Montreal last March (L.G., April, p. 399). The object of the conferences was to study the problems and determine the needs of education in Canada.

Anticipated financial difficulties, the belief of some sponsoring organizations that there was no immediate need for another national conference, and withdrawal of the Canadian Teachers' Federation as a sponsor forced the dissolution of the CCE.

Latest Labour Statistics

(Latest available statistics as of July 15, 1962)

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force(a) ....(000)	June	6,752	+ 2.5	+ 2.4
Employed ....(000)	June	6,451	+ 3.1	+ 3.7
Agriculture ....(000)	June	687	+ 0.9	− 2.6
Non-agriculture ....(000)	June	5,764	+ 3.4	+ 4.5
Paid workers ....(000)	June	5,302	+ 4.2	+ 5.3
At work 35 hours or more ....(000)	June	5,587	+ 2.5	+ 2.6
At work less than 35 hours ....(000)	June	672	+ 0.3	+ 8.7
Employed but not at work ....(000)	June	192	+ 43.3	+ 23.1
Unemployed ....(000)	June	301	− 10.4	− 18.7
Atlantic ....(000)	June	45	− 32.8	− 8.2
Quebec ....(000)	June	105	− 7.9	− 24.5
Ontario ....(000)	June	92	+ 13.6	− 14.8
Prairie ....(000)	June	26	− 27.8	− 13.3
Pacific ....(000)	June	33	− 13.2	− 25.0
Without work and seeking work ....(000)	June	290	− 10.5	− 18.1
On temporary layoff up to 30 days ....(000)	June	11	− 8.3	− 31.3
Industrial employment (1949=100)	April	116.7	+ 1.3	+ 3.6
Manufacturing employment (1949=100)	April	110.3	+ 0.6	+ 4.6
Immigration	1st Qtr. 1962	11,762	—	− 0.7
Destined to the labour force	1st Qtr. 1962	5,710	—	+ 6.3
Strikes and Lockouts				
Strikes and lockouts	June	53	+ 17.8	+ 39.5
No. of workers involved	June	14,545	− 16.1	+ 5.2
Duration in man-days	June	260,650	+ 86.6	+ 43.0
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	April	$80.21	− 0.3	+ 2.7
Average hourly earnings (mfg.)	April	$ 1.88	+ 0.5	+ 2.2
Average hours worked per week (mfg.)	April	40.6	− 1.0	0.0
Average weekly wages (mfg.)	April	$76.51	− 0.2	+ 2.6
Consumer price index (1949=100)	June	130.5	+ 0.3	+ 1.2
Index numbers of weekly wages in 1949 dollars (1949=100)	April	140.9	− 0.1	+ 1.7
Total labour income $000,000	April	1,613	+ 1.4	+ 6.9
Industrial Production				
Total (average 1949=100)	May	188.1	+ 4.4	+ 10.1
Manufacturing	May	167.3	+ 4.3	+ 10.1
Durables	May	170.1	+ 5.9	+ 14.9
Non-durables	May	164.9	+ 2.9	+ 6.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Manpower Situation, Second Quarter, 1962

The first half of 1962 was a period of continued advance in output and employment. Output in real terms increased in the first quarter by 1½ per cent over that in the fourth quarter of 1961.

Economic indicators available for the second quarter indicate a continuation of the upward trend. Data on construction contract awards, housing starts, retail sales—particularly sales of motor vehicles—and exports show continued strength.

Employment rose even more sharply in the second quarter than in the first three months of the year. The largest gains were in manufacturing, construction and the service industries. Since the first quarter of last year, when the present recovery got underway, employment has increased by 4.5 per cent, a more rapid rise than the comparable period in the 1958 and 1959 recovery.

Unemployment fell this year from a postwar peak in early 1961 to its lowest level in the past four years. This relatively sharp drop in unemployment is the combined result of rising employment and a noticeably slower growth of the labour force.

An important factor contributing to this slowdown was reduced participation in the labour market by the young and the old. Over the year, the increase in the number of those under 20 years of age who were attending school exceeded the increase in their number in the population; a small decrease in their number in the labour force was a result. Among those over 65, and particularly among men, participation in the labour market has been dropping steadily since 1957. Over the year, withdrawals from the labour force in this age group have exceeded their increase in the population.

These developments have sharply reduced the rate of labour force growth. In the past 12 months, on average, the labour force has shown a year-to-year gain of 1.1 per cent, only about one-half the average rate of the decade 1950-1960.

Employment

Non-farm employment (seasonally adjusted) rose by a little more than 1 per cent between the first and second quarter of 1962. This was a somewhat slower rate of advance than in the opening quarter this year, although it equalled the rise that took place during the same stage of the previous business upswing.

With increases in every quarter of the past year, non-farm employment in April-June 1962 averaged 225,000 higher than in the corresponding period a year earlier.

Paced by a strong advance in manufacturing and smaller gains in construction and the service-oriented industries, the pick-up in employment during the second quarter was about 60,000 greater than the customary spring rise. Manufacturing employment, averaged for the quarter, rose by an estimated 81,000, which was double the average rise for this period during the past decade. The 111,000 increase in construction employment was unusually large for this period, being equalled only once during the past ten years.

The service industry, which expanded sharply during the first quarter of 1962 and accounted for virtually all of the quarter's 2-per-cent increase in seasonally-adjusted non-farm employment, increased at a more moderate pace in the second quarter. Averaging 28,000 higher than in the first quarter, the second-quarter increase in employment in the service industry was only slightly more than seasonal.

The firmer trend in manufacturing was particularly encouraging. After showing signs of hesitancy during the first quarter, employment in manufacturing rose more than seasonally during the second quarter. The quarter-to-quarter gain (allowing for seasonal factors) was the largest since the recovery began a little more than a year ago.

With this improvement, the number employed in manufacturing industries in the second quarter averaged 5 per cent above the recessionary low point and 2.9 per cent above the previous cyclical peak, reached in the third quarter of 1959.

The advance in manufacturing employment extended to both durable and non-durable goods industries; the former group showed the most impressive increases.

Noteworthy was the rise in the motor vehicle industry. Influenced by an increasingly strong consumer demand this spring, output of passenger cars increased more than seasonally during April and May. Although employment did not increase proportionally, a substantial number of additional workers were hired, nevertheless. Sizeable advances in output and employment were reported in parts and accessories.

In other parts of the transportation equipment industry employment changes were marginal. Shipbuilding employment, which experienced a strong upward trend throughout 1961, increased slightly in the second quarter, making up for the small decline in the opening quarter of this year. Activity in the aircraft and parts industry continued at the high level of the previous quarter. On the other hand, the railroad and rolling stock industry, a persistent source of weakness last year, experienced a further small decline during recent months.

Activity in industries producing machinery and heavy electrical equipment increased during the second quarter in response to a pick-up in business investment. Expenditures for the acquisition of machinery and equipment are expected to run about 8 per cent higher this year than in 1961. This factor, together with the effects of devaluation and the recent imposition of surcharges on a wide range of imported commodities, should bolster activity in the domestic industries in the months ahead.

Most major steel consuming industries were reported to have stepped up their purchases of steel in the second quarter of this year. Shipments of steel for building construction and the automotive industry were particularly large; in the first four months tonnages shipped to each of these industries were about 27 per cent higher than in the corresponding period last year.

Reflecting this strengthening demand, employment (seasonally adjusted) in primary steel manufacturing increased by 4 per cent during the period January to April. In addition, employment rose fairly generally in all iron and steel industries.

Employment in nondurable goods industries has been characterized by relatively small quarter-to-quarter changes during the current business upswing, and developments in the second quarter of this year do not appear to have altered its trend. The improvement in this sector of manufacturing seemed to be fairly widespread in the second quarter but the advances were generally small.

Larger-than-seasonal increases took place in the construction industry during the second quarter. Housing starts (seasonally adjusted) were maintained at the relatively high level of earlier months. In the first half of the year, starts in urban centres of 5,000 and over were up over those in the corresponding period in 1961 by about 3 per cent.

An improvement has also been evident during recent months in non-residential construction, largely from increased outlays for institutional structures. Industrial construction also increased, and this marks a resumption of the upward trend that began last summer but was broken in the opening quarter of this year.

The most recent data on non-residential contract awards suggest a rising trend in this type of construction in the near term. In the first five months of 1962, contract awards for non-residential construction were 10 per cent higher in value than those in the corresponding period last year.

Employment in the primary industries increased somewhat more than usually between the first and second quarter, mainly reflecting renewed activity in certain parts of mining. Increases in metal mining, notably iron ore, and non-metal mining more than offset declines in fuels. Total employment in mining rose to a significantly higher level than last year.

Forestry employment increased seasonally during the second quarter but somewhat lower than a year ago.

As indicated earlier, the employment gains in the service-oriented industries were of relatively modest proportions in the second quarter. In the service industry proper, seasonally adjusted employment rose by about one-half of 1 per cent, compared with a rise of 2.7 per cent in the previous quarter.

Gains were similarly small in the second quarter in trade, finance and insurance. These industries expanded rapidly during the last business recession but have grown relatively slowly during the current upswing.

Reflecting the strong growth of employment in particular industries and occupations, labour shortages were reported in various areas across the country. Shortages of skilled tradesmen were fairly prevalent, particularly in Ontario and Quebec. In the professional category, electronic engineers, chemists, chemical engineers and engineers specializing in time and motion studies were reported to be in short supply.

Employment in Perspective

In June 1962, total employment was 230,000 higher than a year earlier, a rise of 3.4 per cent. Men accounted for almost three quarters of this increase, with males in all age groups sharing in the rise.

Although the greatest increase in magnitude was among men, the largest relative gain was among women, though the disparity was less marked than in the early part of the year. The June-to-June increase in the number of employed women was just under 5 per cent whereas the increase in the number of employed men was a little more than 3 per cent.

The difference in rates between sexes has narrowed noticeably during the past year, mainly reflecting the improvement in job opportunities in manufacturing and construction industry.

Manufacturing employment increased some 95,000 over the year, more than recouping the earlier losses. The June estimate (seasonally adjusted) was 6 per cent above the pre-recession peak.

The employment recovery in construction played an important part in the year-to-year rise in job opportunities for men. In June of this year, construction employment was about 37,000 higher than a year earlier.

The service-producing industry continued to be an expansionary force in the nation's economy although the rate of growth has shown signs of slowing down during the past year. Employment in service-producing industries as a whole showed a year-to-year increase of 107,000. The largest gains were in trade, community and government service and finance.

Employment in agriculture continued its long decline, falling by 18,000 over the year.

Changes in Manufacturing

Employment expansion in manufacturing has been widespread: all major industry groups have shared in the year-to-year improvement. The largest gains took place in durable goods industries, which showed the greatest weakness during the recession.

The automotive and automotive parts industries showed substantial advances, about 10 per cent in each case. Another part of the transportation equipment industry that increased sharply over the year was shipbuilding. Allowing for strike activity last year, the advance over the year in this industry amounted to 15 per cent.

Other durable goods industries that showed large gains were electrical apparatus and supplies, which increased by 13 per cent, and non-metallic mineral products, which rose by 10 per cent. The upsurge in activity in the former group stems mainly from increased output of telecommunications equipment, although heavy electrical machinery also advanced strongly. The improvement in non-metallic mineral products reflects the rising demand for building materials following the upturn in construction activity.

All parts of the iron and steel industry, except agricultural implements, operated at higher levels than a year ago. The largest gains were in heating and cooking appliances, industrial machinery, hardware and tools and primary iron and steel. With smaller increases in all but one of the remaining industries in this group, total employment rose by a little more than 4 per cent over the year and reached a level only slightly below the peak of the last business upturn, in the fourth quarter of 1959.

The durable goods industry as a whole made a strong comeback during the past year. At the end of April, the employment index (seasonally adjusted) stood at 115.6, which was only slightly below the previous high.

Employment increases in nondurable goods industries were fairly general, though of relatively modest proportions, during the past year. Industries in this sector which showed the most marked improvement were rubber, leather and foods.

Unemployment

A strengthening in the demand for labour, combined with a slower growth of the labour force, has resulted in a fairly steady decline in unemployment for more than a year. Because of a sharp rise in the seasonally adjusted unemployment rate in June (in part owing to a very large influx of young people into the labour market), there was little change in the average level between the first and second quarter of 1962. The month before the influx, however, the unemployment rate had fallen to 5.6 per cent, well below the lowest point reached in the 1958-59 business upturn.

The June labour force survey showed a very large entry of 14- to 19-year-olds into the labour force, large enough to affect the trend of total employment and unemployment. As a result, unemployment declined less than seasonally during the month.

A part of the large increase in young people resulted from the fact that the survey was conducted relatively late in the month. Each year between mid-May and mid-July, more than 200,000 students flock into the labour market for summer employment, so that a change of a week in the timing of the survey makes a substantial difference in the result.

This year some 95,000 teenagers were added to the labour force between May and June. In the same period during 1961 and 1960, when the June survey was a week earlier, the labour force in this age group increased by fewer than 30,000.

The recruitment or recall of male workers accounted for a major part of the decline in unemployment over the year. In the second quarter the number of unemployed men was 100,000 (24 per cent) lower than in the same period in 1961, against a reduction of 9,000 (14 per cent) unemployed women.

The stronger demand for labour benefited workers of all ages, but particularly the 25-44 age groups. As usual, however, the incidence of unemployment was greater among young people than it was among the more experienced members of the labour force. In June the number of unemployed in each age group, as a percentage of the labour force, varied from just over 12 per cent in the 14-19 age group to less than 5 per cent for those over 25 years old.

Duration of unemployment fell quite sharply between the first and second quarters of 1962. In June, 40 per cent of the unemployed had been without work for less than a month; this relatively high proportion was the result of the large influx of students. The number unemployed for more than a month but less than a year continued to decrease, and in June was 35 per cent lower than last year (compared with a 19-per-cent year-to-year difference in total unemployment.)

It should be noted that in June there was an estimated 26,000 persons unemployed for more than a year. This was down from a high of 35,000 in January, but virtually unchanged from a year earlier. It was apparent that the strengthening in labour demand during the past year had so far barely touched this group of long-term unemployed.

Family Data

During the quarter, additional data were released on the characteristics of family units in which someone was unemployed. Quarterly surveys of this type have been conducted during the past two years to throw more light on the characteristics of the unemployed. The surveys show how many unemployed were heads of families, the number of dependants in family units that had someone unemployed, and the number of families that had someone unemployed and someone employed at the same time. The proportions of unemployed in these various categories have varied with the seasons, but have been fairly consistent from year to year.

In April 1962, there were 485,000 unemployed persons. Of these, 244,000, or about half, were heads of family units. An estimated 148,000 unemployed were single sons or daughters and 55,000 were other relatives of the head of the family. About 38,000 unemployed were not related to anyone in the place they lived.

There were, at this date, 393,000 *family units* experiencing unemployment, as opposed to 485,000 *unemployed persons*. This means that, apart from the 38,000 non-members of family units, some family units had more than one person unemployed. In fact, an estimated 43,000 of the 393,000 families had two or more persons unemployed.

In some family units with someone unemployed, there were at the same time other members working. In 125,000 such families, one person was employed and 72,000 families had two or more persons employed. On the other hand, in 196,000 families (exactly half the total number of units), no person was employed.

There were, on average, 1.9 dependent children (i.e., under 25 years of age and not in the labour force) per family unit. Just over one-third (34 per cent) of the families had no dependent children; 45 per cent had from one to three children; and 20 per cent had four children or more. Generally speaking, families in which no one was employed had the largest numbers of dependent children.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	June 1962	June 1961	June 1962	June 1961	June 1962	June 1961
Metropolitan	.....	.....	7	10	5	2
Major Industrial	1	2	21	19	4	5
Major Agricultural	.....	.....	5	4	9	10
Minor	1	2	25	31	32	25
Total	2	4	58	64	50	42

Regional Manpower Situation

ATLANTIC

The underlying employment trend continued upward in the Atlantic region during the second quarter, although the pace of advance was somewhat slower than in the earlier stages of the recovery. Compared with the second quarter of 1961, total employment was higher, on average, by 48,000, or 2.8 per cent. Unemployment averaged 24,000 lower than a year earlier.

The largest employment gains in the second quarter were in manufacturing, construction and fishing. Within manufacturing, the advances were widely distributed. Food processing, sawmilling and pulp and paper industries experienced greater-than-seasonal increases in employment. Moderate strengthening occurred also in the iron and steel industry, especially in structural steel, which was in greater demand as a result of an upturn in construction activity.

The spring pick-up in construction activity was greater than is usual for this period of the year. The improvement appears to have been mainly in residential construction.

The transportation equipment industry improved slightly, although activity was still at a relatively low level. Employment in shipbuilding was maintained at the high level of the previous quarter.

Employment developments in the primary industries were mainly seasonal.

Employment in non-farm industries averaged 24,000 higher in the second quarter of this year than in the corresponding period in 1961; farm employment was 9,000 lower.

Much of the improvement was in manufacturing industries. Noteworthy was the upturn in shipbuilding employment. Canneries operated at a substantially higher level this spring than a year ago; activities in canning plants were sharply curtailed last year due to poor fishing conditions. Employment was moderately higher than a year ago in railroad and rolling stock and paper products, the rise in the former being from a very low level.

Weakness persisted in the iron and steel industry. At the end of April the employment index for this industry stood at 76.0, down 4 per cent from a year earlier and well below the index of 90.4 in April 1960.

Aside from manufacturing, employment changes over the year were relatively small and largely offsetting. Small gains took place in the service-producing industries and in construction; mining employment was somewhat lower than a year ago. There was little change in the level of activity in forestry.

Unemployment in the second quarter of 1962 was 8 per cent lower than the year before. As a proportion of the labour force, unemployment averaged 11.4 per cent in the second quarter of 1962, compared with 12.6 per cent a year earlier.

In June, the classification of the 21 areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 0 (2); in moderate surplus, 13 (14); in balance, 8 (5).

QUEBEC

Employment in Quebec has shown a substantial rise since the low point in the third quarter of 1961. The increase from the trough (seasonally adjusted) was just over 5 per cent. Much of the advance took place in the first quarter of this year. In the second quarter of this year total employment averaged 1,707,000, which was 74,000 higher than in the corresponding quarter of 1961.

Unemployment, seasonally adjusted, dropped by 10 per cent during the first quarter but has remained relatively stable during recent months. A year-to-year comparison (second quarter averages) shows a 27-per-cent drop in unemployment.

A smaller than usual increase in farm employment slowed down the over-all employment advance during the second quarter. Farm employment, allowing for seasonal influences, dropped by 8 per cent between the first and second quarter of this year and was 6.4 per cent lower than a year earlier.

Non-agricultural employment, on the other hand, showed a somewhat larger than seasonal increase during the second quarter, mainly as a result of further strengthening in manufacturing. With increases in both consumer and producer goods industries, total manufacturing employment rose to a level about 8 per cent higher than a year earlier.

In the consumer goods industries, developments in primary textiles were particularly noteworthy. The importance of the industry lies not only in its being a substantial employer of labour, providing employment to some 42,000 persons in 1961, but also in the fact that the majority of the 370 establishments in some 110 communities in the

region are located in small towns and rural areas, many of which depend largely on this industry for employment.

In the 12 years preceding 1961, the textile industry experienced a steady decline, resulting in a 20-per-cent drop in employment. Since the end of 1960, however, the declining trend has been reversed and by the end of 1961 employment had recovered almost one third of the ground lost in the previous decade. A continuation of this upward trend in employment was still apparent during the first half of 1962. Among the factors that helped to bolster activity in the textile industry were the lower exchange rate on the Canadian dollar and adjustments to import quotas.

Most durable goods industries showed continuing strength during the second quarter. The employment revival in electrical apparatus and supplies was particularly noteworthy. After experiencing a steady decline throughout most of 1961, this industry has been very active during the past few months. The most recent data indicate that employment in this industry was about 11 per cent higher than last year.

Iron and steel products, which experienced a noticeable decline in the first quarter of the year, showed a substantial improvement in the second quarter, mainly as a result of increasing demands for heavy machinery. In the transportation equipment industry, prospects improved somewhat as a result of new orders for railway rolling stock from domestic railways and from abroad. Activity in Quebec shipyards continued strong. Employment in the aircraft industry generally remained at a high level, although there were a number of layoffs at one plant. A recent government order for aircraft should have a stabilizing influence on employment in this industry in the coming months.

The construction industry showed considerable improvement in the second quarter after being at a relatively low level earlier in the year. Employment in the second quarter was well above that in the previous year; residential and non-residential construction shared in the improvement. Industrial projects were reported also to have figured prominently in the increase.

Employment in forestry increased during May and June as summer cutting operations got underway. The employment level in this industry was somewhat lower than a year ago, however, mainly because of increased mechanization.

Reflecting the improvement in the employment situation, registrations on file at National Employment Service offices dropped sharply over the year. The largest decreases occurred in metropolitan areas, which showed a 20 per cent drop.

In June, the 24 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 2 (1); in moderate surplus, 18 (21); in balance, 4 (2).

ONTARIO

Employment in Ontario showed an impressive advance during the second quarter of 1962. The increase over the previous quarter amounted to nearly 2 per cent, after allowing for seasonal factors. This was the first sizeable advance since last summer.

The rate of growth during the quarter was stronger than at any time since the upswing began some sixteen months ago. The main sources of strength were construction and manufacturing, although the increase in agricultural employment was unusually large this spring. Farm employment increased by 32,000 between the first and second quarter, which compares with an average advance of 22,000 during the past decade.

Total employment in the second quarter was 2.7 per cent higher than a year earlier, and 3.8 per cent above the trough in the first quarter of 1961.

The construction industry showed remarkable strength in the second quarter. Employment in this industry fell slightly throughout 1961 but rose a little in the first quarter of 1962 and picked up sharply in the second quarter.

Non-residential construction accounted for most of the improvement, institutional building showing particular strength. Industrial, commercial and engineering construction showed a somewhat greater than usual revival this spring.

Residential construction showed renewed strength after declining for two consecutive quarters.

Manufacturing, which accounts for some 30 per cent of total employment in Ontario, held fairly stable in the opening quarter of 1962 but rose again in the second quarter. The gains were mostly in durable goods industries. The year-to-year increase in manufacturing employment amounted to about 6 per cent.

Iron and steel products strengthened in the first half of 1962 as employment rose moderately in the first quarter and held firm in the second quarter. Blast and steel furnaces along with rolling mills showed further strengthening as a result of increased domestic shipments. Foundries and sheet-metal shops continued busy, and employment in machinery was maintained at the high level

attained in the first quarter. Activity in agricultural implements showed a further moderate decline.

Increased production of domestic cars and trucks during the second quarter led to a further rise in the number of workers employed in the automobile industry. The motor vehicle and parts industries together showed a 10-per-cent rise in employment over a year ago. Activity increased somewhat in aircraft and in railway rolling stock, mainly during the first quarter.

A weakening world demand for non-ferrous metal products, along with technological changes, led to a small employment decline in smelting and refining.

Non-metallic mineral products, which showed substantial strengthening in the first quarter, continued to improve during the second. In April, employment in this industry was 13 per cent higher than a year earlier. The rise in employment stems mainly from heavy demands for building materials, following an upturn in construction activity.

The electrical apparatus and supplies industries showed further expansion in the second quarter, though the gains were not as large as in the previous quarter. Heavy electrical machinery and telecommunications equipment showed continued buoyancy. Activity in household appliances was reported to have levelled off owing to high inventories of finished goods.

Operations in sawmills and wood products factories continued to expand.

Activity in most of the nondurable goods industries remained fairly stable during the second quarter. Compared with a year ago, there were gains in the order of 4 per cent in rubber, leather, textiles, clothing, chemicals and foods.

Logging operations were maintained at the high level that prevailed in the first quarter, spurred by continuing strong demands for pulpwood and sawlogs.

Mining employment declined appreciably in the first quarter and eased again slightly in the second. Over the year, the drop amounted to about 5 per cent as a result of production cutbacks in gold, silver, copper and uranium.

Trade, finance and services, which together account for more than 45 per cent of the total employed, have shown little employment change so far this year. In the second quarter, a small employment rise took place in wholesale and retail trade but slight declines occurred in finance and services. In 1961, employment had risen substantially in both service and finance. The year-to-year advance in the service-producing industries stood at 4 per cent in the second quarter of 1962.

Unemployment declined more than seasonally between the first and second quarter of 1962. Averaging 95,000, or 3.9 per cent of the labour force, it was substantially lower than the 131,000, or 5.5 per cent of the labour force, in the second quarter of 1961.

In June, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 15 (16); in balance, 19 (18).

PRAIRIE

Employment in the Prairie region in the second quarter of 1962, apart from seasonal variations, showed little change from the previous quarter but was higher than the year before.

The number employed increased between the first and second quarter by 77,000, which was close to the average rise for this period during the past several years. Total employment averaged about 2 per cent higher than a year earlier, and the gain from the trough in the first quarter of 1961 was 3.4 per cent.

Non-agricultural employment showed a slightly larger than seasonal rise this spring, but farm employment increased less than is usual for this time of year. Despite the slower upturn in farm employment, experienced farm workers were reported to be in heavy demand. Crop prospects were generally favourable, although in some areas grain crops were retarded owing to a lack of precipitation.

Mining employment showed a rising trend during the second quarter and was substantially higher than a year ago. Notable year-to-year gains took place in all sectors except coal. In nickel mining, production and employment were at significantly higher levels than a year ago. At the end of April total employment in mining was 5 per cent higher than a year earlier.

Employment in the construction industry showed signs of levelling off during recent months after expanding for more than a year. Activity in the commercial sector weakened somewhat during the second quarter, but other parts of non-residential construction and housebuilding were maintained at high levels.

The increase in manufacturing employment during the second quarter was about seasonal, although trends in individual industries were mixed. Moderate strengthening was reported in the iron and steel, non-metallic mineral products, and chemical in-

dustries but there were offsetting losses in wood and petroleum products. Total manufacturing employment was slightly higher than a year ago.

With less grain in storage and with grain shipments down from a year ago, employment in the transportation industry declined during the second quarter. Activity in public utilities was maintained at the high level which prevailed earlier in the year.

Activity in wholesale and retail trade increased during the second quarter, partly reflecting improved crop prospects. Finance and service showed continuing strength during recent months. Compared with a year earlier, employment in these three industries combined showed an average employment gain of 3 per cent.

Unemployment declined seasonally between the first and second quarter of 1962. As a proportion of the labour force, unemployment was 3.7 per cent in the second quarter of 1962, compared with 4.3 per cent a year earlier.

In June, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 4 (6); in balance, 15 (13).

PACIFIC

Economic conditions in the Pacific region continued to improve during the second quarter of 1962. Total employment, seasonally adjusted, was 1.3 per cent higher than in the previous quarter and 4.8 per cent higher than a year ago. Non-farm employment averaged 26,000 higher than in the second quarter of 1961; farm employment remained virtually unchanged.

Unemployment declined less than usual during the quarter, although it continued at a substantially lower level than last year. As a proportion of the labour force, unemployment in the second quarter was 6.3 per cent, compared with 8.2 per cent a year earlier.

Manufacturing and construction were mainly responsible for the underlying improvement in employment during the second quarter. Forestry operations were hampered by weather and by road restrictions during the early part of the quarter, but more recently peak levels of production and employment were reported.

Logging was particularly active in the coastal areas, resulting in fairly widespread shortages of skilled workers. Wet weather reduced the threat of forest fires this year so that there were few interruptions in logging operations during June.

Manufacturing employment increased substantially between April and June and for the second quarter as a whole showed a gain of about 9 per cent over the previous quarter. Although much of the rise was in seasonal industries, the gains were generally larger than usual.

Sawmilling and logging, which together account for more than one third of the net value of commodity output in the region were very active during most of the quarter. The majority of the more than 1,900 sawmills in the region operated at capacity levels, particularly toward the end of the quarter. Foreign demand for wood products remained strong, although exports to Japan slackened somewhat due to a lack of shipping facilities. The pulp and paper industry showed continuing strength during recent months, with some additional hiring being reported.

The iron and steel industry, whose importance in the region has been steadily increasing, remained buoyant during the second quarter. The main elements of strength were increased orders for fabricated steel and various types of industrial machinery.

Construction employment showed a sharp upturn during the second quarter, particularly during the latter part of the period. Compared with the first three months, employment rose by 20 per cent, sharply higher than in any recent year.

In June, a number of areas experienced the highest employment levels for the month since 1956. As a result, shortages of skilled tradesmen were fairly prevalent.

Both residential and non-residential construction contributed to the high level of activity. The construction of two large projects for mining companies were among the more important elements of strength.

Reflecting the improvement in the employment situation, registrations for employment at National Employment Service offices in June were 26 per cent lower than a year earlier in the major industrial areas, 20 per cent lower in metropolitan areas and 18 per cent lower in minor areas.

In June, the 12 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 8 (7); in balance, 4 (4).

CLASSIFICATION OF LABOUR MARKET AREAS—JUNE 1962

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Calgary Edmonton Montreal Quebec—Levis →ST. JOHN'S →VANCOUVER—NEW WESTMINSTER Windsor	→HALIFAX →HAMILTON Ottawa—Hull Toronto →WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean	Brantford →CORNER BROOK Cornwall Farnham—Granby Fort William—Port Arthur Joliette Kingston →MONCTON New Glasgow Niagara Peninsula Oshawa Peterborough →ROUYN—VAL D'OR Saint John Sarnia →SHAWINIGAN Sherbrooke →SYDNEY Timmins—Kirkland Lake Trois Rivieres Victoria	Guelph Kitchener London Subdury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Barrie Chatham →RIVIERE DU LOUP SASKATOON ← →THETFORD—LAC MEGANTIC—VILLE ST. GEORGES	Brandon →CHARLOTTETOWN Lethbridge Moose Jaw North Battleford →PRINCE ALBERT →RED DEER Regina →YORKTON	
MINOR AREAS (labour force 10,000-25,000)	Rimouski	→BATHURST Beauharnois Belleville—Trenton Bracebridge →CAMPBELLTON Chilliwack Cranbrook Dawson Creek Drummondville Edmundston Fredericton →GASPE Kamloops Lindsay →MONTMAGNY →NEWCASTLE →OKANAGAN VALLEY →PRINCE GEORGE-QUESNEL →QUEBEC NORTH SHORE Ste. Agathe—Ste. Jerome St. Jean →ST. STEPHEN Sault Ste. Marie Summerside Valleyfield	Brampton →BRIDGEWATER Central Vancouver Island →DAUPHIN Drumheller Galt Goderich →GRAND FALLS →KENTVILLE Kitimat →LACHUTE ST. THERESE Listowel Medicine Hat North Bay →OWEN SOUND →PEMBROKE →PORTAGE LA PRAIRIE →PRINCE RUPERT St. Hyacinthe St. Thomas Simcoe →SOREL Stratford Swift Current →TRAIL—NELSON →TRURO Victoriaville Walkerton Weyburn →WOODSTOCK, N.B. Woodstock—Tillsonburg →YARMOUTH	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

Collective Bargaining in June

During June, five major settlements were negotiated in the pulp and paper industry. They cover approximately 1,500 employees in Ontario and about 6,300 workers in British Columbia.

In Ontario, one-year agreements negotiated by the **Pulp and Paper Mill Workers** give a wage increase of 4 cents an hour to employees at **Kimberley-Clark Paper**, Terrace Bay, and at the **Marathon Corporation**, Marathon, and of 5 cents an hour at the Thorold plant of **Provincial Paper**. Other features of these agreements include increased shift premiums and higher company contributions to welfare plans.

In British Columbia, the same union signed one-year agreements with six companies, which agreed to increase wages by 3½ per cent and to reduce the length of service to qualify for four weeks vacation from 23 to 20 years. The settlement applies to employees in the pulp operations of **Canadian Forest Products, Columbia Cellulose Company, Rayonier Canada Limited, B.C. Forest Products, MacMillan, Bloedel and Powell River Industries, Crown Zellerbach of Canada** and **Elk Falls Company.**

One-year contracts embodying a wage increase of 3½ per cent and identical vacation provisions were also signed during the month by the **Paper Makers**, who represent employees in the paper mills of the last three companies.

After a referendum vote completed in mid-June, the **Woodworkers** and **Forest Industrial Relations Limited** signed a two-year agreement which applies to about 27,000 lumber workers in more than 150 logging and sawmill firms on the British Columbia coast. The settlement follows a formula recommended by Industrial Inquiry Commissioner Dr. Neil Perry, Dean of Commerce, University of British Columbia, and provides for two wage increases of 8 cents an hour and for four weeks vacation after 20 years of service. Under the previous agreement, which expired June 14, the maximum vacation was three weeks after five years of service.

Early in June a certification of the **Steelworkers** by the Manitoba Labour Board displaced the **Mine, Mill and Smelter Workers** as bargaining agent for nearly 2,000 **International Nickel Company** employees at the company's Thompson plant. The Board's decision followed a representation vote held April 23 to 26 and a recount of the ballots in May. Prior to the vote, the Mine, Mill and Smelter Workers had petitioned the Manitoba Court of Appeal for a stay of proceedings, but this request was not granted. In May, the union appealed the result of the vote, maintaining that the rival Steelworkers had engaged in electioneering in the course of the vote. The Manitoba Labour Board heard the union's complaint late in May and subsequently ruled in favour of the Steelworkers.

The contest between the two unions for bargaining rights for International Nickel Company employees at Sudbury, Ont., remained undecided by the end of June, although on June 11 the Ontario Labour Relations Board had counted the ballots cast at a pre-hearing representation vote in February. The count was ordered by the Board after extensive investigation into Mine, Mill and Smelter Workers charges that the Steelworkers had resorted to forgery and misrepresen-

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This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

tation in their campaign to enroll Inco employees. The Board ruled, however, that the evidence reviewed indicated no pattern of irregularity on the part of the Steelworkers.

The ballot count disclosed 7,182 votes for the Steelworkers—15 more than required for certification. The Mine, Mill and Smelter Workers challenged the vote, contending that 32 ballots did not carry the official stamp of the Board, that four spoiled ballots should be discarded and that there were five ballots more than the number of listed voters.

The Ontario Labour Relations Board also conducted a representation vote among the employees at the **Wabasso Cotton Company** at Welland, where the **United Textile Workers** were challenging the bargaining rights of the **Canadian Textile Council**. When the majority of eligible employees indicated their preference for the United Textile Workers, the Canadian Textile Council contested the vote on the grounds that the number of votes did not equal the number of voters, that the company had supported the campaign of the Textile Workers, and that the intervening union had engaged in electioneering during a 72-hour period of silence ordered by the Ontario Labour Relations Board. A Board hearing was set for July 9.

On June 25 the Supreme Court of Canada dismissed, by unanimous decision, the CPR-operated Royal York Hotel's appeal against the ruling of Chief Justice McRuer and the Ontario Court of Appeal (L.G., May, p. 518) over the right of management to discharge striking employees. A detailed account of the Supreme Court of Canada decision will appear in the Labour Law section of a forthcoming issue of the LABOUR GAZETTE.

After almost a year of discussion, the **CNR** signed an agreement with the **Order of Railroad Telegraphers** designed to establish greater flexibility by reducing the number of seniority districts across Canada from eleven to five. The agreement, covering approximately 5,000 telegraphers, train despatchers and station agents, is similar in principle to that signed by the company and the Canadian Brotherhood of Railway, Transport and General Workers in April (L.G., May, p. 519).

Throughout June, approximately 9,000 truck drivers and other workers represented by the **Teamsters** union continued their strikes against highway trucking firms in Ontario and companies operating out of Montreal.

In future, the narrative part of the Collective Bargaining Review will appear quarterly instead of monthly, with the first quarterly article scheduled for the October number. Parts I, II and III of the "Collective Bargaining Scene" will continue to be published each month, and the tables summarizing wage settlements will appear as heretofore on a semi-annual basis.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During July, August and September

(except those under negotiation in June)

Company and Location	Union
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

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Company and Location	Union
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Car, Ville St. Pierre, Que.	Railway Carmen (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) Auto Wkrs. (AFL-CIO/CLC) Chemical Wkrs. (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
DuPont of Can., Maitland, Ont.	Steelworkers (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	United Garment Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Marathon Corp., Port Arthur, Ont.	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Maritime Tel. & Tel., company-wide	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
New Brunswick Telephone	Steelworkers (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Pulp & Paper Wkrs. Federation (CNTU)
Que. North Shore Paper, Baie Comeau, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Sask. Civil Service (Ind.) (classified services)
St. Lawrence Corp., Nipigon, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Sask. Government	Sask. Wheat Pool Empl. (CLC) (office & salaried empl.)
Sask. Govt. Telephone	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C.	Newspaper Guild (AFL-CIO/CLC)
Sask. Wheat Pool (Country Elevator Div.), Sask.	
Toronto Star, Toronto, Ont.	

Part II—Negotiations in Progress During June

Bargaining

Company and Location	Union
American Motors, Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
B.C. Hotels Assn. Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
C.N. Newfoundland Steamship Service	Railway, Transport & General Wkrs. (CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Woodcutters, Farmers' Union (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas Co. System, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Gaspesia woods contractors, Chandler, Que.	Woodcutters, Farmers' Union (Ind.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Interior Forest Labour Relations Assn., Southern B.C.	Woodworkers (AFL-CIO/CLC)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Ottawa City, Ont.	Public Empl. (CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Woodcutters, Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Papers Mill Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.	Teamsters (Ind.)
North. Interior Lumbermen's Assn., B.C.	Woodworkers (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)

Conciliation Board

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
C.N.R., C.P.R. & other railways, system-wide	15 unions (non-operating empl.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)

Company and Location	Union
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Ont. & Que.	Teamsters (Ind.)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)

Part III—Settlements Reached During June 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALUMINUM CO., KINGSTON, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 5¢ an hr. retroactive to Mar. 4, 1962 plus 5¢ an hr. eff. May 8, 1963; 4 wks. vacation after 25 yrs. of service (previously no provision); company to pay Ontario Hospital Insurance premiums (formerly paid by empl.); labourer's rate after May 8, 1963 will be $1.96 an hr.

CANADA STEAMSHIPS LINES, ONT. & QUE.—SEAFARERS (AFL-CIO): 2-yr. agreement covering 1,000 empl.—weekly hrs. of work reduced from 44 to 42 in 1962 and to 40 in 1963 with maintenance of pay; company contribution to welfare plan increased to 45¢ per man per day (formerly 30¢).

CDN. JOHNS-MANVILLE, ASBESTOS, QUE.—MINING EMPL. FED. (CNTU): 3-yr. agreement covering 1,700 empl.—wage increases of 3½% retroactive to Feb. 1, 1962, 2½% eff. Feb. 1, 1963 plus 3% eff. Feb. 1, 1964; evening and night shift premiums (previously 5¢ and 8¢ respectively) increased to 6¢ and 10¢ in 1962, 7¢ and 11¢ in 1963 and to 8¢ and 12¢ in 1964; bereavement leave provision introduced; compulsory check-off supersedes voluntary check-off; labourer's rate after Feb. 1, 1964 will be $2.09 an hr. and rate for skilled trades will be $2.69 an hr.

CDN. MARCONI, MONTREAL, QUE.—EMPL. COUNCIL (IND.): 3-yr. agreement covering 600 empl.—settlement pay of $3 a wk. (for 3 wks.); wage increases of 4.35% in 1962, 3.48% in 1963 plus 3.17% in 1964; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); sick leave changed to 1 day per mo. up to 30 days (formerly ½ day per mo. up to 15 days plus 1 day per mo. up to 15 days additional).

CDN. SUGAR FACTORIES, PICTURE BUTTE, RAYMOND AND TABER, ALTA.—CLC-CHARTERED LOCAL: 1-yr. agreement covering 200 permanent empl. and 800 seasonal empl.—wage increase of 3%; permanent yard and factory labourer's rate will be $1.94 an hr. and seasonal labourer's rate will be $1.34 an hr.

COAL OPERATORS' ASSN., ALTA. & B.C.—MINE WKRS. (IND.): 2-yr. agreement covering 1,200 empl.—wage increase of 20¢ a day; contributory group life insurance and weekly indemnity plan to be adopted at the option of the union membership.

DOM. GLASS, REDCLIFF, ALTA.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): New agreement covering 570 empl.—terms of settlement not immediately available.

EDMONTON CITY, ALTA.—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 2% retroactive to Jan. 1, 1962, 2% eff. July 1, 1962 plus 2½% eff. Jan. 1, 1963.

ELECTRIC AUTO-LITE, SARNIA, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 2¢ an hr. retroactive to Mar. 1, 1962, 4¢ an hr. eff. Mar. 1, 1963 plus 4¢ an hr. eff. Mar. 1, 1964; 8 paid holidays (formerly 7); company to pay Blue Plan premiums; labourer's rate after Mar. 1, 1964 will be $2.19 an hr.

Forest Industrial Relations, B.C. coast—Woodworkers (AFL-CIO/CLC): 2-yr agreement covering 27,000 empl.—wage increases of 8¢ an hr. eff. June 15, 1962 and June 15, 1963; 4 wks. vacation after 20 yrs. of service (previous maximum was 3 wks. after 5 yrs.); labourer's rate after June 15, 1963 will be $2.08 an hr.

Fry-Cadbury, Montreal, Que.—Bakery Wkrs. (CLC): 3-yr. agreement covering 650 empl.—wage increases of 3¢ an hr. retroactive to Oct. 16, 1961, 3¢ an hr. eff. Oct. 15, 1962 plus 2¢ an hr. eff. Oct. 21, 1963; adjustments in wage rates of 16 job classifications; 4 paid holidays—New Year's Day, St. Jean Baptiste, Dominion Day and Christmas Day to be observed on Friday or Monday if they fall on week-ends (formerly only New Year's and Christmas); annual vacations revised as follows: 2 wks. vacation after 2 to 9 yrs. of service (formerly 2 wks. after 2 to 4 yrs., 2 wks plus 1 day after 5 to 9 yrs.); 3 wks. vacation after 10 yrs. of service (formerly 2 wks. plus 2 days after 10 to 14 yrs. and 3 wks after 15 yrs.); empl. with less than 1 yr. of service will continue to get ½ day per mo. of service and empl. with 1 yr. of service will continue to get 1 wk. vacation; labourer's rate after Oct. 21, 1963 will be $1.68½ an hr.

B.F. Goodrich, Kitchener, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 900 empl.—wage increase of 5¢ an hr. retroactive to June 1, 1962; wage adjustments in specified job classifications.

Kelly, Douglas & Co., Vancouver and other centers, B.C.—Empl. Assn. (Ind.): 2-yr. agreement covering 700 empl.—wage increases of 5¢ an hr. retroactive to Dec. 1, 1961 plus 7½¢ an hr. eff. Dec. 1, 1962 for warehouse empl.; wage increases of 2½¢ an hr. retroactive to Dec. 1, 1961 plus 5¢ an hr. eff. Dec. 1, 1962 for office and female factory empl.; 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); factory packer's rate after Dec. 1, 1962 will be $1.68½ an hr. and office and mail service empl. salary will be $52.50 a wk.

Kimberley-Clark Paper, Terrace Bay, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increase of 4¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; 3 floating holidays (formerly 2); 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); company contribution to group welfare plan increased to $4.75 a mo. (formerly $3.75) for married empl.; improvements in retirement and group life insurance plan; sick leave clause amended to provide for a maximum of 3 normal wks. earnings for empl. who have not claimed sick leave during the previous 2 yrs. (formerly 2 wks. earnings for empl. not claiming benefits in the previous yr.); labourer's rate will be $2 an hr. and first-class mechanic's rate will be $2.71 an hr.

Ladies Cloak & Suit Mfrs. Council, Montreal, Que.—Ladies Garment Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 2,500 empl.—wage increase of 7% eff. Aug. 1, 1962; Thanksgiving Day to be observed as a paid holiday in 1963 making a total of 6 paid holidays; sample operator's rate will be $2.20 an hr.

MacMillan, Bloedel & Powell River & others, B.C. coast—Paper Makers (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—wage increase of 3½%; 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); labourer's rate will be $2.10 an hr.

MacMillan, Bloedel & Powell River & others, B.C. coast—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 5,200 empl.—wage increase of 3½%; 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); labourer's rate will be $2.10 an hr.

Marathon Corp., Marathon, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increase of 4¢ an hr. retroactive to May 1, 1962; 3 floating holidays (formerly 2); evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; company contribution to group life, accident and sickness insurance plan increased by $1.50 a mo. for married empl. and by 50¢ a mo. for single empl.; labourer's rate will be $2 an hr. and first-class mechanic's rate will be $2.71 an hr.

Provincial Paper, Thorold, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 540 empl.—wage increase of 5¢ an hr. eff. May 1, 1962; evening and night shift premiums increased to 6¢ and 11¢ (formerly 5¢ and 10¢) respectively; company contributions to group hospitalization, surgical and medical plans increased to $5.47 a mo. (formerly $4.97) for married empl. with company contribution for single empl. remaining at $4.97; labourer's rate will be $1.90 an hr. and first-class mechanic's rate will be $2.59 an hr.

Rio Algom Mines (Milliken Mine); Elliot Lake, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—settlement pay of $15 for empl. on payroll as of Jan. 1, 1962 and still on payroll as of May 16, 1962; wage increases of 3¢ an hr. eff. May 15, 1962, 4¢ an hr. eff. May 15, 1963 plus 5¢ an hr. eff. May 16, 1964; eff. May 16, 1962, company will contribute 5¢ per straight-time hr. worked towards a retirement savings plan; labourer's rate after May 16, 1964 will be $2.10 an hr.

Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—settlement pay of $15 for empl. on payroll as of Jan. 1, 1962 and still on payroll as of May 16, 1962; wage increases of 3¢ an hr. eff. May 15, 1962, 4¢ an hr. eff. May 15, 1963 plus 5¢ an hr. eff. May 16, 1964; eff. May 16, 1962, company will contribute 5¢ per straight-time hr. worked towards a retirement savings plan; labourer's rate after May 16, 1964 will be $2.12 an hr.

Union Carbide (Metals & Carbon Div.), Welland, Ont.—U. E. (Ind.): 3-yr. agreement covering 750 empl.—terms of settlement not immediately available.

91st Annual General Meeting of the Canadian Manufacturers' Association

Industrial relations conference, one of seven at the meeting, held sessions on "Building Industry through Better Labour Relations" and on "Building Manpower to Build Industry." Over-all theme: "Build Industry—Build Canada"

The 91st annual general meeting of the Canadian Manufacturers' Association, held on June 3, 4 and 5 at Montreal, had as its theme, "Build Industry—Build Canada."

In addition to the general business sessions, there were seven conferences: a plenary conference with the theme, "Agenda for Decision"; a public relations conference with the theme, "Private Enterprise—A Positive Approach"; a taxation conference with the theme, "Taxation in a Growing Economy"; a transportation conference, a world trade conference, and an industrial research and development conference.

The seventh, an industrial relations conference, was in two sessions. The theme of the morning session was "Building Industry through Better Labour Relations," and of the afternoon session, "Building Manpower to Build Industry."

The industrial relations conference and the plenary conference are the only ones fully reported here.

President's Address

"By 1970, our national labour force will be far bigger than it is today. A good part of the onus for finding productive jobs for a high proportion of the young and new Canadians who will enter the labour force will be on manufacturing industry.

"In fact, in this eight-year period, we must provide something like 400,000 new jobs in manufacturing if we are to maintain our living standards and avert chronic unemployment," said F. D. Mathers, retiring CMA President, in his address to the annual meeting. He was discussing Canada's dependence on success in selling "job-producing manufactured goods" in world and domestic markets.

The new jobs should be created through increased processing of our own raw materials. "An incalculable proportion of our annual imports are still our own raw materials coming back to us in finished form," he pointed out. To reduce this proportion should be the "foundation stone of national policy."

We should also encourage the manufacture in Canada of products now being imported in abundance, he said.

Mr. Mathers began his address by evaluating present employment and industry conditions. At the halfway mark of 1962, "the domestic economy is still showing evidence of satisfactory strength. The number of persons gainfully employed is at an all-time high, despite the disquieting evidence of considerable unemployment."

Capital expenditures are providing a direct stimulus and qualified forecasts are that the gross national product this year will show its largest real increase in quite some time.

But the present economic situation can change.

And Canada is not going to become self-sufficient in the foreseeable future, he said. "Even this continent as a whole can no longer remain an island unto itself." The United States, which until recently "called the economic tune in the Old World, is now forced to respond to the decisions of a dynamic common market in Europe." Canada is similarly affected because of her close geographic and market ties to the United States.

The U.S. President has asked for powers that could conceivably result in a remarkable liberalization of trade among the western nations.

Although freer trade has appeal for consumers, any unusual drastic reduction in tariffs could be a severe blow to Canadian industry, "which directly provides one quarter of our country's labour force with gainful employment" and indirectly provides many additional jobs in other industries.

"A flood of goods from low wage, mass production countries, and from the United States, with whom we have such an adverse balance of trade, could force many a Canadian manufacturer to the wall.

"Unless we are prepared for a period of austerity and are willing to accept a drastic scaling down of our living levels, we must maintain a national tariff structure that will allow the Canadian manufacturing industry equality of opportunity in the domestic market, which, in the last analysis, is our chief market."

Mr. Mathers believed Canada should "go along" with proposals for freer international trade if they were consistent with the well-being of Canadian industry and the national economy. Canadian manufacturers can win an increasing share of the great new markets now rapidly opening up in Western

Europe, South America, Asia and Africa, provided tariff and quota levels and other obstacles are kept within reasonable limits.

The gap between Canadian production costs and those of foreign competitors has already been crossed by some Canadian manufacturers.

Discussing tariffs further, he continued: "There are still far too many countries, and I would certainly include that vast and rich market to the south of us, which do a much better job of shutting out our manufactured products than we do of shutting out theirs. For all the closeness of our ties with the U.S.A., we in this country have never been particularly successful in persuading Washington to relax its barriers against our factory goods."

Opportunities for Canadian goods should develop favourably in the European Common Market, however, because improving living standards and resultant higher labour costs in Europe are improving our ability to compete.

The loss of Canadian markets in Britain that may follow her entry into the European Common Market can be more than offset by increased sales to the Common Market itself.

He pointed out that within eight years, Western Europe's population will have climbed to an estimated 320 million, living standards will have moved closer to our own, and production costs may be expected to rise. By keeping our manufacturing costs down to approximately those of Europe, we should be able to take maximum advantage of this large, developing market.

Mr. Mathers then charted the major steps that will have to be taken to make the most of this improved situation. "Canadian management, labour, government and consumer will all have to contribute something," he said. Management will have to display bold, imaginative salesmanship in the marketing of quality, well-designed products; organized labour will have to realize the importance of allowing productivity to rise faster than wages; and government—at all three levels—will have to recognize the influence of taxes on costs and afford appropriate reliefs and incentives.

In addition, Canadians will have to show preference for Canadian-made products, he said.

And Canadians must not overlook a basic weakness, our small and scattered population. "We still need an even greater flow of skilled and knowledgeable people to our shores." Canada as a nation is obliged to provide the opportunities to attract such people.

CMA Officers, 1962-63



Carl A. Pollock, President, Dominion Electrohome Industries Limited, Kitchener, Ont., was elected President of the Canadian Manufacturers' Association for 1962-63. He succeeded F. D. Mathers, of New Westminster, B.C.

Other officers elected were:

First Vice-President, H. Roy Crabtree, President, The Wabasso Cotton Company Limited, Montreal, Que.

Second Vice-President, A. A. Cumming, President, Union Carbide Canada Limited, Toronto, Ont.

Treasurer, T. A. Rice, International Harvester Company of Canada, Limited, Hamilton, Ont.

Elected Chairman of the Industrial Relations Committee was P. M. Draper, Vice-President (Administration), Canada Iron Foundries Limited, Montreal, Que.

Examining the Canada-United States relationship, he asserted that Canada has much to gain from her association with the U.S., but that we must follow our own international trading and other policies. "If there is one thing that both English and French-speaking Canadians are agreed upon, it is surely our refusal to be absorbed into the American union."

The less internal dissension and industrial strife there is in Canada, the better our positon to consolidate our national status. Speaking of industrial relations, Mr. Mathers noted with satisfaction that, for the past two years, we have had no serious, nation-wide strikes. He saw this as evidence of an improved labour-management relationship.

"There is nothing new in the recent statement of one prominent union leader that strikes are outmoded (L.G., June, p. 621). What is profoundly significant is that a respected union chief could give public expression to this viewpoint before an audience of unionists and that it should receive the measure of acceptance by them that it did."

"Let us, management and labour together, build on this foundation of common sense, for, assuredly, it is more true than ever before that we are all in the same boat and that we will either sink or stay afloat in the choppy waters of world competition."

General Manager's Report

"Canadian manufacturers have continued to face heavy competition both from low wage and mass production countries," stated CMA Executive Vice-President and General Manager J. C. Whitelaw, Q.C., in his report to the annual meeting. Although the record exports of 1961 produced the first favourable merchandise trade balance since 1952, imports in 1961 were also a record.

In his report, Mr. Whitelaw summarized the Association's activities during the past year. He also dealt with the state of Canada's economy; reviewed legislation dealing with taxation, corporation and union matters; analysed world trade blocs; and assessed events and trends affecting the manufacturing industry and the country as a whole.

The growth of manufacturing offers the best prospect for increased employment of Canadians and the expansion of the Canadian economy, and this fact is becoming increasingly recognized, said Mr. Whitelaw. Government action in the monetary, taxation and export fields has been helpful to manufacturers.

Describing the devaluation and stabilization of the Canadian dollar as "the biggest event of the past year," he added that manufacturers have generally welcomed the step as improving the competitive position for a number of manufactured products, although it was also accompanied by some problems.

"There has been less public concern about inflation, until recently, but the lower foreign exchange rate has complicated the outlook. A few prices have already moved up because of the lower value of the dollar, and the general outlook for domestic prices is at the moment uncertain.

"Many manufacturers, because of unused capacity in their industries and competitive pressure, have been absorbing cost increases from this and other causes, but it remains to be seen how long this can continue.

"The consumer price index this April was about 0.9 per cent ahead of the same time last year. Prices of fully and chiefly manufactured goods were 1.1 per cent higher at the beginning of this year than a year earlier; average hourly earnings in manufacturing at the end of last year were 3.3 per cent higher than a year earlier."

In commenting on the Association's "Buy Canadian" program, which is now four years old, Mr. Whitelaw stressed that it must receive increasing emphasis "in the interests of fuller employment and improved economic self-sufficiency."

Manufacturing, "by far the most important of the production industries, should have at least an equal voice at Cabinet level with agriculture, mining, fishing and forestry, each of which is represented by a Cabinet Minister." This could be accomplished by redesignating the Minister and the Department of Trade and Commerce as the Minister and the Department of Industry and Commerce, "with appropriate alteration in emphasis of duties and responsibilities," Mr. Whitelaw suggested.

"Encouragement for immigration at a time when unemployment is high seems to be paradoxical," said the General Manager. There is, however, a shortage of skilled persons even though unemployment is high. Canada should promote immigration on a selective basis, emphasizing technical and professional qualifications.

Taxation

Taxation problems came in for considerable attention in the report. Mr. Whitelaw reviewed the recent tax incentives the federal Government had provided: incentives for modernization, for research, and deferred profit sharing plans.

The Association has again submitted, however, that both corporation and personal income tax rates are too high "for either the short-term or the long-term development of the Canadian economy". Manufacturers' incomes are actually taxed twice, he pointed out—first on corporation income, then on shareholders' dividends.

Corporation taxes add to the cost of finished goods and have a pyramiding effect on prices, he contended. They also make it more difficult for the Canadian manufacturer to compete with foreign manufacturers, both here and abroad.

He also asserted that the highly progressive rate structure of personal income taxes was discouraging the initiative and productive effort of Canadians.

Increased capital cost allowance should be expanded as a means of encouraging national development and providing employment.

Noting that finished manufactured goods still make up more than 75 per cent of Canada's total imports, the Association is pressing for specific appropriate tariff and quota measures to keep imports of competitive goods within reasonable bounds. It has asked the Government to make renewed efforts to legislate on the "class or kind" question, for improved customs procedures, and for mandatory marking of fully manufactured imported goods with the country of origin.

The CMA has asked for clarification or modification of certain provisions of the Corporations and Labour Unions Returns Act "to provide parity with respect to reporting requirements between companies and unions."

The Association also protested strongly about the increasing volume of reports and statistics required by the Government.

The CMA's Industrial Relations Committee continued to study the implications of the use of funds obtained through check-off in support of political parties, Mr. Whitelaw reported.

The Committee on Vocational Training "has been concerned with the search for ways in which the increased federal funds now available to the provinces... can be effectively used to supply industry with the skilled workers it requires," the General Manager reported. This committee has worked closely with H. L. Shepherd of the Canadian Westinghouse Company Limited, who has been on loan to the Department of Labour to carry out a special study "for relating the Government's program for vocational training with the requirements of industry" (L.G., Dec. 1961, p. 1214).

Hon. Jean Lesage

Premier Jean Lesage of Quebec, one of the dinner speakers at the CMA annual meeting, outlined his Government's plans for exploiting the province's resources through formation of a financing corporation. The necessary financial capital was not lacking collectively in Quebec, he said, but it was necessary to bring together the available capital of individuals to make it effective and to direct it toward a common goal.

The General Investment Corporation, to be established shortly, would be participated in by the provincial Government and would encourage investment by the public through apparent and reasonable guarantees. It would be "an undertaking which will be likely to promote an unprecedented economic expansion in our province," the Premier said. Capital investment from Quebec and outside institutions would also be accepted and welcomed, he said, adding also that "there will be no question of the General Investment Corporation plunging into any risky projects."

He stated that the view of his Government was that it should take part in the country's economic life, but by "co-operation with private enterprise and not by imposing its views upon it in a dictatorial manner." Economic progress thus becomes the result of joint action, he emphasized.

Although the financing body "will become an essentially dynamic factor in Quebec's progress," the Premier also pointed out and stressed that "human capital" was not being neglected, and Quebec was taking the necessary action in the education field. "The Government knows that one of the best ways to fight unemployment is to raise the educational level of the population as a whole," he stated.

Co-operation between all the interested parties—capital, labour and government—would be the basis for building the future of the province, the Premier said.

Industrial Relations Conference

Judge A. H. McKinnon

Many are becoming concerned about trends that are discernible in labour legislation, said Judge A. H. McKinnon, author of the recent Report on Labour Legislation for the Nova Scotia Government (L.G., May, p. 507). He was speaking at the industrial relations conference on "Legislative Balance in Labour Relations."

"We can foresee with some certainty," he said, "that it will not be long until the different jurisdictions of this country will regulate all aspects of management-labour relations through a codified body of laws administered and policed by the State; and free collective bargaining, which all of our labour legislation was enacted to foster, will be sacrificed on the altar of 'the public interest'."

That public interest requires such intervention is now the announced policy of the Government of the United States, he pointed out, quoting from an address last February by U.S. Secretary of Labor Arthur J. Goldberg:

> Hitherto Government intervention in labour-management disputes has been aimed merely at mediating the issues in disputes and bringing about a settlement. From now on, it will

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be concerned with the character of the settlement. It will be intent on seeing that the terms of the agreements follow the Government's guide lines. (See box, below).

Judge McKinnon then quoted from an article in the *New York Times Magazine* by A. A. Berle, Jr., Professor of Corporation Law at Columbia Law School:

Briefly stated, the emerging relationship is this: When the wage and price levels markedly affect, or threaten to upset, the economy of the country, the Government claims power to step in on behalf of the "public interest."

The difficulty is, Prof. Berle's article continued, that the words "public interest" have to be defined. There are no defined criteria where wages and industrial prices are concerned, "nor can there be."

In the past, the reserve power of the Government to intervene was restricted to situations of extreme emergency, but it is now being adopted as an acceptable measure in any situation, "on the theory that any labour-management dispute affects the public interest," Prof. Berle wrote.

Guides for Non-inflationary Wage and Price Decisions*

If, as a point of departure, we assume no change in the relative shares of labour and non-labour incomes in a particular industry, then a general guide may be advanced for non-inflationary price behaviour. Both guides, as will be seen, are only first approximations.

The general guide for non-inflationary wage behaviour is that the rate of increase in wage rates (including fringe benefits) in each industry be equal to the trend rate of over-all productivity increase. General acceptance of this guide would maintain stability of labour cost per unit of output for the economy as a whole—though not of course for individual industries.

The general guide for non-inflationary price behaviour calls for price reduction if the industry's rate of productivity increase exceeds the overall rate—for this would mean declining unit labour costs; it calls for an appropriate increase in price if the opposite relationship prevails; and it calls for stable prices if the two rates of productivity increase are equal.

These are advanced as general guideposts. To reconcile them with objectives of equity and efficiency, special modifications must be made to adapt them to the circumstances of particular industries. If all of these modifications are made, each in the specific circumstances to which it applies, they are consistent with stability of the general price level.

Public judgments about the effects on the price level of particular wage or price decisions should take into account the modifications as well as the general guides. The most important modifications are the following: 1. Wage-rate increases would exceed the general guide rate in an industry which would otherwise be unable to attract sufficient labour; or in which wage rates are exceptionally low compared with the range of wages earned elsewhere by similar labour because the bargaining position of workers has been weak in particular local labour markets.

2. Wage-rate increases would fall short of the general guide rate in an industry which could not provide jobs for its entire labour force even in times of generally full employment; or in which wage rates are exceptionally high compared with the range of wages earned elsewhere by similar labour because the bargaining position of workers had been especially strong.

3. Prices would rise more rapidly, or fall more slowly than indicated by the general guide rate in an industry in which the level of profits was insufficient to attract the capital required to finance a needed expansion in capacity; or in which costs other than labour costs had risen.

4. Prices would rise more slowly, or fall more rapidly than indicated by the general guide in an industry in which the relation of productive capacity to full employment; demand shows the desirability of an outflow of capital from the industry or in which costs other than labour costs have fallen; or in which excessive market power has resulted in rates of profit substantially higher than those earned elsewhere on investments of comparable risk.

It is a measure of the difficulty of the problem that even these complex guideposts leave out of account several important considerations. Although output per man-hour rises mainly in response to improvements in the quantity and quality of capital goods with which employees are equipped, employees are often able to improve their performance by means within their own control. It is obviously in the public interest that incentives be preserved which would reward employees for such efforts.

Also, in connection with the use of measures of over-all productivity gain as benchmarks for wage increases, it must be borne in mind that average hourly labour costs often change through the process of up or down grading, shifts between wage and salaried employment, and other forces. Such changes may either add to or subtract from the increment which is available for wage increases under the over-all productivity guide.

Finally, it must be reiterated that collective bargaining within an industry over the division of the proceeds between labour and non-labour income is not necessarily disruptive of over-all price stability. The relative shares can change within the bounds of non-inflationary price behaviour. But when a disagreement between management and labour is resolved by passing the bill to the rest of the economy, the bill is paid in depreciated currency to the ultimate advantage of no one.

* Excerpt from the Annual Report of the Council of Economic Advisers transmitted to the Congress with the Economic Report of the President in January 1962.

This current development in the United States, Judge McKinnon continued, suggests that in that country we can look for a greater degree of governmental control and direction over management-labour relationships.

"In Canada, there has also been a recognition, reflected in legislation, that the consequence of free collective bargaining is detrimental to the public interest; and that industrial peace should not depend on the free bargaining in good faith of employers and unions. Apparently, there is an insistence that, in some areas, there be collective bargaining but without the threat of strikes or lockouts."

Judge McKinnon then cited, as examples, provisions in the labour legislation of Alberta, Manitoba and Quebec.

He then turned to special legislation enacted to bring a labour dispute to an end, mentioning the federal Maintenance of Operation Act and Railways Operation Continuation Act, and the British Columbia Coast Steamship Service Act.

We can sympathize with the reason for these Acts because the public demanded that the country or the province should not be inconvenienced by a stoppage of transportation facilities, he said, but "we must realize that the right to strike is the root and base of free collective bargaining; without it, under our present system, the union has little to bargain with."

It is interesting to note that leading unionists in Canada do state that the "strike" is probably an outmoded weapon, but until we are successful in changing the direction of management-labour relations, the right to strike must remain, unless we wish to abandon collective bargaining entirely.

There are other areas where labour legislation in Canada has exhibited a trend toward a greater degree of regulation. These include: certification procedures, determination of appropriate units, regulations against the altering of wages and conditions of employment when negotiations are in progress, unfair practices, union security provisions, and the legal status of trade unions.

Aside from statutory enactments, "recent legal decisions have settled the matter by holding that a union is a legal entity which may be made liable in damages either for breach of the Labour Relations Act or under the common law ...

"This trend toward state regulation of all phases in management-labour relationships, thus limiting the scope of free collective bargaining, was not, I believe, anticipated by the legislatures that passed the original enactments," he said.

Judge McKinnon outlined the history of government legislation to assist in settling disputes, culminating in the 1940's in legislation laying down the ground rules within which the collective bargaining relationship was to operate. Behind this was the desire to point the way to the ideal employer-employee relationship.

This envisaged, first, that not only the dominant public interest but also that of employer, employee and union is preserved by industrial peace and that this can best be achieved where these parties work in harmony and full co-operation in the interest of the industry which they operate and manage, on the one hand, and in which they are employed, on the other. Second, such management-employee relationship is fostered where it is marked by respect, appreciation, understanding, loyal and active co-operation, and devotion to their common undertaking .... Thirdly, voluntary co-operation is essential in achieving the best management-employee relationship and the maximum return to industry.

If the adverse factors that have intruded since the original concept of the ideal are overlooked, "conditions are more favourable today for the attainment of that ideal than they were some years ago."

Conditions have gradually developed that bind the employees to the enterprise and create common interests between employees and management. These include: pension plans, vacations with pay, benefits related to length of service, systems of promotion in which experience and familiarity with the work are important. Collectively bargained seniority rules and other rights and privileges that depend on length of service also create stronger common interests between employers and employees.

As these common interests grow in importance, "one would expect that both parties would be drawing closer together" in an effort to develop them. This has not been the case, "partly because of the preoccupation of both parties with guarding and fostering their positions in the legislative arena, where they are antagonists in a contest to promote or hold statutory rights, with the State imposing the rules and acting as referee."

Close co-operation in the union-management relationship would mean that both parties would have to abandon some entrenched attitudes. "It may be difficult for management and labour to transform their attitudes for ones of full and harmonious co-operation, but if it is realized that the alternative is greater legislative restrictions, state intervention and the probable abandonment of free collective bargaining, then it should be worth a determined effort."

In his consultations last year with management and labour groups across Canada, Judge McKinnon had found fairly general

agreement that the ideal management-labour relationship would be achieved with a minimum of legislative restriction.

"The general consensus seemed to be that if one side could only trust the other to deal fairly and above board, both would be willing to scrap much of the restrictive legislation now existing."

Generally speaking, where the balance of restrictive legislation was considered to be anti-union, employer groups expressed themselves as somewhat content but advocated further restrictive measures. Union groups expressed themselves as very dissatisfied and were convinced that they were the victims of the legislation, which greatly lessened their respect for governmental institutions.

Where the situation is reversed and legislation is considered to be pro-union, union groups were not entirely satisfied with the legislation in force but they appreciated that they were in a favoured position. The employer groups here contended that labour legislation was weighted in favour of unions and this had placed their industries in a very poor competitive position with other provinces. The employers here stressed that they would like to see less compulsion placed on employers and more voluntary co-operation between management and labour throughout negotiations.

From these consultations, it was difficult to escape the impression that restrictive legislation has driven an ever-deepening wedge between management and labour, and has made much more difficult the voluntary co-operation which is vital to the welfare of industry and its employees.

He cited Sweden as an example of how the current trend could be changed and channelled in the direction of the ideal management-employee relationship.

"I believe it is true to say," Judge McKinnon concluded, "that from public statements made by leaders in industry and labour, there never was a time when both parties were more receptive to an arrangement for closer co-operation and mutual action than at present.

"If such an arrangement is desired, would it not be well to at least start a move in that direction rather than continue with the current trend, which can only result in further legislative intervention and a further delay in the attainment of the desired relationship?"

George B. Morris, Jr.

"Labour relations problems are long-range problems; what is done today can have far-reaching effects for years in the future," said George B. Morris, Jr., of the personnel department, General Motors Corporation, Detroit. He was speaking to the industrial relations conference on "Long-Term Objectives in Collective Bargaining."

Unions will make demands they know management should not grant, he pointed out, but once unwise concessions are made, they look upon them as vested rights and will resist attempts to correct them. Unions also demand that contract wording be brought up to date to reflect the actual practices that have developed under the agreement. "Thus, the bad practices of today tend to become the poor contract clauses of tomorrow."

Mr. Morris enumerated six management objectives in collective bargaining.

First, a policy approach to labour relations is essential. "Labour relations problems cannot be handled properly on the basis of expediency. Consistent policies are needed." Unions recognize the importance of a sound and consistent approach by management, he said.

Management must establish a reputation for firmness, consistency and credibility.

Second, there must be full acceptance by everyone in management of the role of the union as representative of employees in the bargaining unit.

"Acceptance of the role of the union as representative of the employees for collective bargaining purposes requires willingness on the part of management to meet with the union at any time to discuss problems of mutual concern.

"Unions and management should not communicate with each other only at arm's length, as infrequently as possible, and put off problems that arise until the often hostile atmosphere of contract negotiations.

"The union-management relationship should be a day-to-day proposition, with frequent, continuing communication between management and union representatives."

Mr. Morris described the process of communication between management and union at General Motors to illustrate what full acceptance of the role of unions implies. The process includes formal negotiations, subcommittees of company and union representatives to deal with technical areas (pensions, insurance and S.U.B., etc.), continuous communication at all levels in the period between negotiations, high-level meetings to discuss matters of mutual interest, frequent meetings between the union's GM department and the company's labour relations staff, and meetings of the boards of administration that handle problems under the pension plan and the supplemental unemployment benefit plan.

Third, management's responsibility to manage the business must be maintained.

Just as management should fully accept the legitimate role of the union, it should

insist that the union recognize that management has the responsibility to manage the business.

Management cannot operate a business effectively if prior consent of the union is required before decisions are reached on: disciplining of employees, the right to discharge or discipline for cause, the products to be manufactured, the location of plants, production schedules, and the methods, processes and means of manufacturing.

Fourth, fair, sound and firm discipline must be maintained throughout the organization. An undisciplined, disorderly plant is rarely an efficient plant.

"Disciplining employees is a management responsibility more than it is a management right... The union's responsibility is to represent the employees once the discipline has been assessed by management."

Fifth, provisions in labour agreements that impair manufacturing efficiency must be avoided. For example, bad seniority provisions, limits on the right to set production standards, and limitations on subcontracting can have a heavy impact on unit production costs.

In labour relations, the easy way would often be to ignore the problem and reject the union solution "on principle," which is another way of saying "duck the problem." The real task in labour relations is to find mutually acceptable solutions, and finding such solutions is the challenge to both management and union, Mr. Morris said.

Sixth, affirmative policies designed to keep avenues of technological change free and open must be adopted.

Two kinds of policies are important in connection with technological change: (1) avoidance of provisions in labour agreements that could restrict management's ability to adopt the most efficient tools and methods of production or its freedom to determine production standards and to make and change work rules vital to efficient production; and (2) management's willingness to adopt measures designed to minimize the impact on employees of dislocations caused by technological changes, changes in consumer preference, relocation of plants, fluctuations in employment or other factors that cause real economic hardship to employees.

D. Alan Page

"The use of strikes as a means of achieving collective agreement between labour and management in this country is now outmoded and something better must be found to take their place," said D. Alan Page, Director of Personnel, Goodyear Tire and Rubber Co. of Canada Limited, at the industrial relations conference.

He was sure that none of his listeners found anything particularly startling in that statement, but that they would be interested to learn that it was recently made by William Mahoney of the Steelworkers, that he made it to the union policy committee, and that he was not criticized by his fellow unionists for it.

Statements like Mr. Mahoney's would seem to suggest an awareness on the part of the more thoughtful senior union leaders in Canada today that relationships between management and labour must take on a new maturity in the future, he said. He was speaking on "What Hope for Harmony?"

"Is harmony merely a matter of management's agreeing to give the union everything they ask?" Or would you achieve harmony if the union simply agreed to all proposals by management?

Certainly, I do not regard harmony as a complete absence of arguments and differences in point of view, Mr. Page said. "I think we shall achieve harmony in labour relations when management is aware of the requirements of the union and its members, and at the same time, unions are equally aware of the requirements of management."

True harmony is possible when both sides see the requirements of those opposite them at the bargaining table and seek to achieve means of reconciling the different objectives in a working arrangement based on mutual respect and understanding of the problems of both sides. This pre-supposes the seeking and finding of a full and mature realization of all the facts of the situation, together with a willingness to modify one's own demands to advance the cause of the organization as a whole.

Ultimately, hope for harmony must rest on the ability of both sides to be able to communicate their essential needs to the other side in such a way that they are properly appreciated and understood.

Achievement of a truly mature relationship between union and management is of vital concern not only to Canadian industry but to the whole of the Canadian economy, he continued. Industrial disputes today are often of such proportions that a breakdown of negotiations in a major industry means disruption to the economy of the nation. Potential disruption to the convenience and well-being of the public is so great in certain utilities such as railway and hydro electric systems that a strike is "virtually non-acceptable" to the public.

The main obstacles to the achievement and strengthening of industrial harmony in

Canada, Mr. Page said, are of two kinds: those which are union-made and those which are created by management.

Many of today's labour leaders realize that without greater productivity, there can be no increased returns for the worker, but "there are many concepts tenaciously held by labour leaders which need revision and study in the light of today's changing conditions."

Automation is feared in certain quarters because of the potential unemployment that some people believe it will bring. "I do not see it as the source of potential unemployment, but I do recognize that it is the source of far-reaching changes which are bound to bring disruption to the work force." This disruption need not be too harmful if workers are given retraining, if they will accept the training and the unions will permit it.

"Yet the unions, whose vital concern should be for these workers who will suffer displacement, are still showing themselves very unwilling to abandon old-time concepts of seniority so that adequate training can be offered to minimize the effect of technological displacement. At the same time, many unions are forcing the pernicious practice sometimes referred to as featherbedding into contracts on the pretext of protecting the jobs of their members."

The labour leaders' awareness of the necessity of gearing wage increases to increases in productivity is not sufficiently shared by the rank and file union members. If harmony is to be achieved, unions must learn to gear their wage and fringe benefit demands to the realities of the situation, Mr. Page said.

It is easy for us to be critical of union action in their relationships with management, but more difficult for us to turn around and examine the actions of management. "Yet we must honestly ask ourselves: Has management done all it can, in the past, to promote a real sense of harmony and purpose with the unions with which it deals? I am afraid that the answer is that this has not always been done.

"It is so easy to dismiss some extravagant demand on the part of the union as unreasonable and unthinking and to forget that a possible reason for the inclusion of this demand is some equally unreasonable action on the part of management in contract administration during the previous year," he said.

Mr. Page then asked: "If we regard the promotion of harmony as of vital importance, where can we look for help?"

It has been suggested that this is a function of government and, in the sense that it is the guardian of the public interest, government has a definite stake in industrial harmony. However, it is open to serious question, first, as to how effectively the government can participate in the promotion of harmony, and second, as to how much it is desirable that they should participate.

In Canada we believe that the best relationships between management and labour are those which are achieved with the minimum of interference by government. But, "if we cannot find the answer, the freedom of action prized by both management and labour will be sacrificed through government concern for the public welfare."

Government participation in labour relations is neither effective nor desirable in promoting hope for true harmony, Mr. Page said. But "if we ourselves do not achieve the solution, we will have something thrust on us which neither side will like and which will make our problems even more complex than they are today."

He then told the conference what unions, management and government could do to promote harmony.

It is essential, he said, that unions undertake to disseminate among their members a real understanding of the problems facing industry today: the realities of competition and the need for gearing wage and other employee benefit increases to productivity.

Management must devote a great deal of attention to the problem of communication with the union, its executive and its members. But "any attempt to preach or to brain-wash our employee audience would undo any good that might be done."

Government has played an important part in labour relations in this country in the past, but the best role for government is a minimum one.

We want to see the public protected against any unacceptable action that may be taken by unions or by management, but a sound labour-management relationship can only be attained, in the long run, by the parties sitting down and working out their problems in an atmosphere of mutual confidence and trust.

Walter W. Finke

At the second session of the industrial relations conference, Walter W. Finke, President, Electronic Data Process Division, Minneapolis-Honeywell Regulator Co., delivered a paper on automation, a great part of which was devoted to electronic data processing (EDP).

Both the United States and Canada, he said, are deeply committed to automation. Automation is moving forward, with the one basic object of achieving economic strength at home and abroad.

The concept of automation embraces many tools, he continued, citing the tractor on the farm, the bulldozer in construction,

electronic process control systems in industry. Electronic data processing was the newest tool of automation in the office.

No matter what the tool, its primary function was to increase man's productivity.

Electronic data processing, the most recent in a long series of inventions designed to increase productivity, is "automating the clerical tasks out of the office." At the other extreme it is automating the processes of scientific research, and in between it is helping to automate industrial production.

EDP was probably the most advanced form of automation yet devised, he said. There was "a perhaps not unnatural fear" of automation in the minds of many people. They fear it brings job insecurity.

If the fear that surrounds automation retards its progress, the loss in terms of economic strength "will be immeasurable."

If business and industry were static, automation might well be a threat to full employment. But they are not; they are aggressively dynamic, and the technological development that leads to automation is keeping the economy on the move. A dynamic economy supported by a sophisticated technology is continually providing new and greater employment opportunities.

A business that shies away from automation presents greater risks to jobs than one pioneering in technology. "The history of business is littered with the debris of companies that have died of obsolescence—those that failed to take advantage of the new tools that are the real source of competitive strength," Mr. Finke said.

In the same way, a national economy that fails to support automation will find itself at a disadvantage in international competition.

Frequently overlooked is the fact that automation tends to provide a larger proportion of jobs requiring greater skills and, therefore, commanding higher pay. In the United States, the number of unskilled workers today is substantially lower than 20 years ago; but in the same period, the total civilian labour force has increased some 30 per cent, and the number of professional, technical and management people has nearly doubled.

> One of the great lessons history teaches us is that the discovery of broad new techniques, such as electronic data processing, results in long-range benefits in the form of new businesses, new services and new employment opportunities that far outweigh the transitory dislocations.

EDP is growing into a big employer in its own right, Mr. Finke continued. Persons engaged in the manufacture, programming and operation of electronic computers in the U.S. now number well over one hundred thousand. By the end of the decade, it is estimated that the U.S. will require more than 150,000 additional programmers alone.

There is little evidence that EDP has created important employment problems. In truth, clerical employment has increased 18 per cent in the last five years, U.S. Bureau of Labor Statistics figures show, while non-clerical employment has increased only 5 per cent and total civilian employment by about 6 per cent.

He was not implying that EDP would not displace people on a job-for-job basis; this is one of the primary objectives of electronic data processing. The important point is that most EDP users, by careful planning and training programs, have been able to absorb their displaced workers in other areas of their organizations. "Even so, the rising demand for clerical help continues to outpace the progress of office automation."

The problems of office automation are quite different from those brought about by automation in coal mines or in petroleum, steel and automobile industries, where there was an actual reduction in the numbers at work.

"We must squarely face the problems created by our use of the tools of automation . . . We are faced with a dual obligation: we have a clear responsibility to make the fullest use of the new tools of economic strength; on the other hand we have an equally clear responsibility to employ whatever means we have at hand to alleviate the temporary hardships that may arise through their use."

Here Mr. Finke quoted from an article in the April issue of the *Harvard Business Review* by Prof. Benjamin Selekman:

> This does not necessarily mean that he [the businessman] must initiate and develop a complete program in his own enterprise to provide for all the contingencies attendant on the onward sweep of technology—a goal not financially feasible. It does mean, however, that he must acquire a positive attitude toward such programs, and participate actively in their development both in industry and in the community.

Mr. Finke is convinced that the solution lies in education, "the training of people in the skills of the new technologies and the retraining of displaced people for useful work in labour shortage areas." It is an interesting fact in both Canada and the United States, he commented, that there is a labour shortage in some areas while there is substantial unemployment in others.

"By and large, the unemployment exists in the unskilled labour markets. The shortages for the most part are in the higher

skills. This obviously points to the need for further education and retraining."

An impressive amount of retraining is being undertaken in computer-using companies to prepare people to work with EDP or train them for new work. Computer manufacturers, too, are training people in the various skills associated with electronic computation.

This educational movement must continue to grow, he said. "EDP is on the road to becoming as basic to our way of life as the typewriter and the printing press. It is entirely possible that it will soon be as vital in the business and scientific worlds as reading, writing and arithmetic. It is indispensable to the continued build-up of our economic strength."

The threat of the recurrence of the kind of thinking that led factory workers of early days to try to stop the Industrial Revolution by wrecking the machinery "is far more alarming than any threat the new machinery could possibly pose," Mr. Finke concluded.

Very Rev. Georges Henri Levesque

"Ethics and Morality in Shop and Office" was the subject of an address to the industrial relations conference by the Very Reverend Georges Henri Levesque, Superior of the Maison Montmorency, Courville, Que.

In order to build a prosperous and powerful industry, there must be adequate manpower, and "this manpower consists of competent and qualified men, physically and mentally healthy, but also basically good and strong, that is, with a deep and extensive moral value," Father Levesque said.

He did not plan to lay out a complete code of moral rules that would point out exactly what should be forbidden, allowed or recommended. Far more important than the small details of good conduct recipes were the fundamental principles that should inspire them, he said.

"The first and most important of these principles is the transcendent value of each human person." An office or a shop is, most of all, a team of men and women working together, and "teamwork demands respect of the nature of those taking part." And these, above all, are individual human beings.

"This fact is extremely important, as it demands that business relationships be primarily and fundamentally human, that is, moral . . . It impels employers and employees to always give each other the consideration and treatment a man deserves . . .

"It is now more important than ever to stress this principle because of the mechanization of labour and the imperativeness of efficiency which are more and more inclined to depersonalize the worker."

Father Levesque then went on to define "what exactly is a person." A person is a free and responsible individual human being, he said.

Because every one of us is primarily a free individual, no firm has the right to impose on us its own views in fields outside business matters. The worker, having freely taken on the obligations of his employment, should fulfil his duties just as freely. "When obedience is required on his part, he must do so as a free man and not as a slave."

Secondly, everyone is responsible. "If an individual demands that we respect his rights to freedom, he must in return be prepared to accept the duty of his responsibility." And if we impose on the firm the duty to respect its employees' freedom, we must also recognize the firm's privilege to count on their trustworthiness.

Where would freedom and responsibility lead without control and direction by means of powerful and wise discipline? Discipline signifies respect for order. Order is the essential condition that provides stability and efficiency to a firm. Without order the business would become paralyzed or be threatened by disintegration. Respect for order is a serious obligation "which we define as discipline."

The second fundamental principle concerns the value of work. The accomplishment of a job, work, is a human act. Work has social value, as its highest aim is to be useful to society. By working, a worker acquires a right to remuneration.

"Work deserves our sincere, constant and universal respect, which should be especially proved by establishing working conditions suitable to his [man's] human dignity," said Father Levesque. It also deserves that we devote ourselves to it fervently and competently. "When we chose to work for our living, we then become professional workers and work itself become our state of life."

Finally work deserves a reward, a remuneration that allows the worker and his family to lead a proper life.

Concluding, Father Levesque mentioned two indispensable virtues that should exist in any shop or office: justice and charity. "Justice considers our neighbour as another person, a separate and distinct individual, whereas charity sees in our neighbour a being very closely joined to us. Justice adjusts one and another by ordering each one to respect the other's property, to leave

him what is his and give him what he owns. Charity, on the other hand, joins one another in fraternal feelings and insists on kindness, mutual help and devotion."

Dr. Hans Selye

The final speaker at the industrial relations conference was Dr. Hans Selye, Director of the Institute of Experimental Medicine at the University of Montreal, who spoke on "The Stress of Technology —Can Man Adjust?"

He defined stress as the rate of wear and tear in the body. The unprecedented development of technology in this century has created many new sources of stress while at the same time largely eliminating others such as diseases and malnutrition. We must learn to live with our newly acquired sources of stress.

Plenary Conference

Hon. Donald M. Fleming

"There is no magic formula for economic growth," said Hon. Donald M. Fleming, Minister of Finance, whose address on "The Contribution of Fiscal Policy to Economic Expansion and Growth" opened the plenary conference. He defined economic growth as the measure of success in our individual and joint efforts to meet the economic challenge of the world around us.

"Everyone in a free society has a role to play in the achievement of economic growth; and the task cannot be accomplished by one group alone, whether it be business, labour, the farmer, or government," he added.

Among other things, government is expected to contribute to economic stability by stimulating production and employment when the country's economic resources are not being fully utilized and, conversely, by restraining excesses when the country's resources are being pressed beyond their limits.

Fiscal policy is one of the instruments available to government for the promotion of economic growth. Another is tariff policy.

Before dealing with fiscal policy, tax policy and tariff policy, the Minister reviewed the economic environment in the postwar period.

Since the war, developments that have had a strong influence on the Canadian economy were hidden for a time during the period of shortage of goods and equipment, "a period when inflationary forces were constantly in the ascendant." During this period, Western Europe and Japan rebuilt their economies, newly emerging countries were attempting to achieve self-sustaining economic growth, the pace of scientific and technological development accelerated rapidly, the free world dismantled direct controls on the movement of goods and capital and thus has grown much more interdependent.

The result has been that competition in world markets has become much more intense and the need for greater efficiency has been forcefully underlined, Mr. Fleming said.

Over the past few years Canada has experienced an excess of production facilities and far less stimulus to develop her resource industries. At the same time, Canadian manufacturing industries met, for the first time in several decades, intensified international competition. As a result, the rate of private investment slowed down and the role of investment as a stimulus to the economy declined.

"In this situation," Mr. Fleming said, "what is required is a shift of both human and material resources into other uses... Transfers of resources require flexibility in the economy and mobility of the labour force...

"The skills of our people, the modernization of our industry, the volume and quality of our scientific research had to be enhanced if we meet the new forces of world competition and to continue our strong pace of economic growth."

Fiscal Policy

At a time when various forces are depressing the level of demand, an expansionary fiscal policy can play an important role in stimulating production and employment, the Minister of Finance continued. When there is excess productive capacity and idle manpower, deficit budgets can provide a useful stimulus and, when appropriately timed, encourage higher output, income and savings without inflation.

Fiscal policy alone cannot solve all our economic problems; the productive and distributive functions of the economy must be made more modern, more efficient and more flexible.

The Minister referred to increases in the conditional and unconditional grants to provinces and municipalities, and in transfer payments to individuals. A third type of federal expenditures, those for acquisition of goods and services, have been

growing less rapidly, and the growth in the number of government employees has slowed.

From the savings achieved, he said, the Government has expanded its outlays "on programs designed to contribute directly to economic growth and development," for example, assistance to technical and vocational training, contributions to research in universities, direct assistance in industrial research and development, help in development of the resources of the North, development and expansion of air flight safety systems, assistance to ship construction.

Tax Policy

Federal tax policies have been designed to stimulate the Canadian economy and ensure a satisfactory rate of growth, Mr. Fleming said. The reduction in the personal income tax in 1957 left an additional $146 million in the hands of individual taxpayers, and this increase in purchasing power "at a time when the momentum of the economy had slackened" provided an important stimulus for recovery and renewed growth.

Adjustments in commodity taxes have assisted the economy. Perhaps the most important change was the removal of the special excise tax on passenger automobiles.

Canada depends essentially on private enterprise to provide new opportunities for production and employment. Therefore tax measures to stimulate the economy have been directed to an important extent toward fiscal relief for business enterprises.

But instead of general capital cost allowances measures, the Government has increased allowances in a selective way. One area of great promise was the development of new products and the increased processing in Canada of our own natural resources. Therefore a program was announced to allow double depreciation for one year on assets acquired to produce a product new to Canada or new to an area designated a surplus manpower area.

Tariff Policy

The customs tariff is one of the principal instruments available to government for influencing the course of industrial expansion and economic growth. "The maintenance of a reasonable level of tariff protection for soundly based and efficient industries, and the provision of adequate safeguards against destructive dumping, are essential to a healthy, expanding Canadian economy".

The Minister said it was his view that "government policy in respect of tariffs and related customs matters should be designed to meet the legitimate needs of Canadian industry, to protect our producers and workmen against certain unfair trading practices, and to promote the diversification and balanced development of the Canadian economy".

In all tariff negotiations we have adopted a selective approach, he explained, and have made it clear that we were not prepared to consider across-the-board reductions in tariffs without regard to the impact on individual Canadian producers.

About the deficit on international current account, he said such deficits may be appropriate when the capacity of the economy is strained, but are unnecessary and undesirable when there are unused resources readily available.

"We need to stimulate our economy through the expansion of exports and by developing domestic efficiency so that our own producers can successfully meet competition from abroad."

He said that Canadian manufacturers had assured him that under the new stable exchange rate they would be producing products hitherto imported, and that they were planning their purchases in order to buy in Canada many components which it is now cheaper to produce in Canada.

Current Economic Situation

In recent years Canada has experienced better economic growth than either Great Britain or the United States, Mr. Fleming said. "From 1957 to the end of 1961 we had greater increases than either of those countries in industrial production, exports and employment, and our prices increased less."

Employment has increased substantially, and in contrast to 1960, when all of the gain in employment took place in the service industries, much of the increase over the past year occurred in manufacturing. Most of the increase was in male employment, whereas earlier, women had accounted for almost all the growth.

Concluding, the Minister of Finance said it was important that the Government follow a policy that will promote sound economic progress. "It is no less important that management and labour should co-operate in attaining increasing efficiency in pursuit of the objectives of growth and prosperity."

H. George De Young

"We are so used to excusing ourselves by pointing to small runs that we have not really moved to correct this [problem]. We have spent so much time talking about the competition's advantage that we have not looked at ours enough.

"A large segment of Canadian industry can compete now—a larger segment can become competitive," said H. George De Young, Chairman of the National Productivity Council, in an address entitled "Can We Meet the Test of the Marketplace?"

Most countries who are competing with Canada are not industrializing on the strength of their home market. They are doing it on the strength of export markets, he pointed out.

As an example, he mentioned that the Japanese cutlery industry has a capacity of about 24 million dozen pieces annually but the market for cutlery in Japan is 3 million dozen pieces. Exports account for more than 20 million dozen pieces a year.

"We need more companies and groups of companies who attack the problem of world competition on a world basis," Mr. De Young said.

Primary industries will not absorb our growing labour force. Nor will the service industry or government, unless the economy grows. It is the manufacturing industry that must employ the growing labour force.

Seven to ten per cent of Canadian industry is meeting the criteria of the price in the market. Our target should be 20 or 30 per cent of our industry in the optimum class, of the right size.

"Let's take an example of the stove, refrigerator and washing machine industries, where a market for about 280,000 units of each exists in Canada—and about 20 manufacturers are importing parts or the entire unit. Why not an optimum sized plant to meet the market and export too? Why not have 20 marketing companies drawing from one or two sources? Can American-owned competing subsidiaries adjust to the needs of Canada under new conditions?"

People would like a magic formula for wage settlements, and hope that a productivity formula will be it. "Perhaps it might be, if we could agree on the formula... I have had little hope of finding a magic productivity formula."

A good productivity measure can indicate that something needs to be done, and how much, to insure continued success in passing the final test, meeting the price in the market place. To be useful, a Canadian productivity measure "must come from an accepted unbiased source using factors agreed upon by management, labour and government."

Canadian plants can be built under the concept of export as a basis of enlarging the market. This should be in co-operation with Canadian plants having equipment already in place so as to avoid duplication. I am convinced that it is the way to succeed in Canada in the future . . .

"This sort of co-operation is discouraged in Canada, if not because it's illegal, because of the fear that it might be. This fear is very real and more effective than the law. A clear delineation of the rules under which Canada is to fight in the competitive game is absolutely necessary. We must know whether we are to continue to fight each other while we point with shame at our statistics, or will we form a team and compete for the market under rules which give us a chance to win.

The Canadian Labour Congress, Mr. De Young told the meeting, has come out definitely for change in laws on combines.

Remedies have been suggested for our industries. Some of them are: planning at a government level, labour-management communications like those in the European Common Market. "I cannot imagine taking the Common Market countries' solutions directly to Canada. We are spread across great distances and are not a series of compact units.

"We do not have a unified employers' club, nor a unified labour club. We do not even have unity in individual unions.

"We do not have a long history of a government interested in manufacturing industry as a major economic support."

At the Kingston conference of management and labour, labour indicated that they expect management to sit down with a unified voice and discuss the new conditions and work for solutions. "Well, managers and employers, who will speak for you?"

We have in common with labour and the Government the goals of achieving economic growth, maintaining price stability, establishment of optimum sized industry, establishment of communications and co-operation, so as to compete in world and domestic markets under liberalized conditions, Mr. De Young said.

In the establishment of communications we, as managers, must get on discussing terms with each other and with the representatives of labour. This cannot be delegated. We should include labour representatives in the many conferences held in Canada now exclusively for management. Someday we must study economics from the same book. If you wish to set the national economic climate for negotiations it must be done through regular communications by top people. It will not be done by rugged individuals or their personnel men at 1,000 separate wage negotiations.

We must develop two new types of senior leaders, Mr. De Young thought. The two: management men and labour men who can discuss and build together. "We have plenty in both ranks who can fight each other. Let's get some who can fight together."

John de M. Marler, Q.C.

John de M. Marler, Q.C., Chairman of the Board of Governors of the Canadian Tax Foundation, examined the nature and weight of taxation in Canada and the need for basic changes "if we are to achieve a satisfactory rate of economic progress and development."

The weighty Canadian tax structure is said to inhibit growth by reducing savings, by discouraging risk and by blotting out incentive. It has been said to also cause all current economic difficulties, including unemployment, idle plant capacity and lower productivity.

And it has been said that high rates of income tax prevent the accumulation in private hands of even modest wealth and therefore deprive Canadians of most of the opportunity they should have of investing in the growth and development of their country.

In connection with calls for general reform of the tax structure, certain observations must be made, Mr. Marler said. First, charges of excessive taxes fail to take into account the benefits derived by the people from the Government's spending of the money yielded by those taxes. Second, the fact that any tax system is nothing more than the means of raising the money required for the type of government wanted by the people is often overlooked.

"It seems to me that it will be exceedingly difficult, if not impossible, to lighten the total tax burden," he said. But the total tax burden can be redistributed in such a way that it will no longer deter productivity, investment and consumption, and extinguish the rewards of effort.

He then explained two methods of redistributing the tax burden: the tax incentive approach and the broader tax base approach.

Two forms of tax incentive are: (1) the investment reserve allowance, which permits the taxpayer to set aside a percentage of income in an investment reserve, the whole of which is deductible in determining taxable income; and (2) the depreciation investment allowance, which permits a taxpayer to deduct through depreciation an amount in excess of the cost of the depreciable capital asset.

The tax incentive approach can be criticized because, in the beginning at least, it increases the tax burden on all who cannot qualify for the incentive relief.

The broader tax base approach seeks major increases in the tax base in order to permit reduction of tax rates without diminishing the total yield of the tax. The granting of exemptions and deductions under the Canadian income tax has greatly narrowed the tax base. To broaden the Canadian tax base would mean cancellation of most of the exemptions and deductions; this would be politically difficult.

But application of the broader tax base approach to the sales tax might not be so controversial. One obvious way of broadening the base would be to revise the list of non-taxable articles in order to recapture most of them for taxing. Another way would be to extend it to services.

Mr. Marler said he preferred the broader tax base approach to tax reform.

He was convinced of two things: (1) it is an exceedingly difficult task to reform a tax system, and (2) there is a wealth of material available for any study of taxes and tax reform. It was his hope that such a study would be undertaken for the governments of the country by the most intelligent and skilled professional experts that can be found.

J. A. Fuller

In time of war, business, government and labour joined together and accomplished their objectives with zeal, fervour and faith, but today this faith in our system seems to have withered. "Today, in North America, business, government and labour are at odds when all should be working together to keep our countries strong and prosperous," said J. A. Fuller, Chairman of the Shawinigan Water and Power Company.

The "image" of the competitive free enterprise system is poor, he said. The public does not fully understand the workings and advantages of the free enterprise system.

Discussing some of the problems facing the free enterprise system, he said the foremost problem was to do its part in working with government and labour to produce the optimum benefits for the economy.

"Whether we like it or not, government is a partner, and the interests of management and labour are mutual, even if they rarely appear to be so on the surface."

The radical changes in the trading positions of both Canada and the United States arising out of the establishment of the European Common Market would inevitably force greater co-operation between business, government and labour, he thought.

Public Relations Conference

At the public relations conference of the CMA annual meeting, speaking on "The Producer and Private Enterprise," Leonard Hynes, President of Canadian Industries Limited, Montreal, observed: "To a large extent, the old battle-cry of "private enterprise versus state control" is no longer relevant. We live today in what is called a mixed society, a blend of private enterprise and state direction, participation and control.

"We are vitally concerned with the mix, however. Government today is expected to be the promoter of national aspirations—commercial as well as cultural—and to perpetuate the climate in which such aspirations thrive."

Frederick G. Gardiner, Q.C., former Chairman of Metropolitan Toronto, dealing with "Government and Private Enterprise," said that economic events on this continent during the past 29 years had proved that the planning of government and its undertaking to manage the national economy had not resulted in full employment, except for a few years of war.

"It would now appear that the Keynesian theories were wrong in the first place and that redistribution of income by taking it from the 'haves' and giving it to the 'have nots' has not solved our problems. We have made the fatal mistake of believing that spreading the wealth is the same thing as creating wealth."

He said that it was at last obvious that wages of workers, the prosperity of industry, and the economic growth of the country are all related to the amount of capital invested for the purpose of modernizing and extending plants, machines and techniques of production. The only source of capital is the profits of successful enterprises, and persistent unemployment is "evidence of the steady erosion of the attractiveness of investment," Mr. Gardiner asserted.

"A continuation of the cold war, the establishment of the European Common Market, the probable entry of the U.K. into the European Common Market and the U.S. tariff changes will have an enormous impact on Canada's future. In this aspect of the situation, business, labour and government—all have an important role to play," he stated.

Dr. William H. Peterson, Associate Professor of Economics, Graduate School of Business Administration, New York University, spoke on the topic, "Why Apologize for Enterprise?"

"My thesis is simple: no entrepreneurs, no progress; and no business growth—especially no corporate growth—then no economic growth," he said.

Capital formation is virtually the sole determinant of economic growth and hence of the national welfare. "Thus, greater capital equals greater wages and job opportunities."

"The critical shortage in the underdeveloped world is not of planners and bureaucrats—it is short of businessmen, entrepreneurs, and homegrown capitalists."

He concluded his address by saying that the businessman's job was a thankless one, and that perhaps some day he would be given recognition by the observance of a Business Day in the way that Labour Day is now celebrated.

Taxation Conference

Speaking on "Lessons from European Taxation" at the taxation conference, John G. McDonald, Q.C., of McDonald, Davies & Ward, Toronto, first observed that taxation is only one factor in economic policy, and "that a revival of Canadian expansion and growth cannot be achieved simply by saying 'open sesame' with tax changes."

Canadian income taxes undoubtedly have an inflationary effect on product prices, he said, and a selective reduction of tax rates would probably stimulate business.

Favourable tax laws as an incentive to the manufacturing industry have long been recognized in several European Countries, Mr. McDonald pointed out, in reviewing taxation policies of various countries. Countries offering such tax incentives "not only want expanding employment opportunity—they want to increase skilled occupations to build their prosperity."

Stating that our unemployment problem can be solved only by conscious stimulation of secondary industry, Mr. McDonald suggested such tax reforms as: reduced tax rates for export profits; generous allowances for plant construction or modernization; tax exemption of manufacturing dividends and interest; and permanent tax reduction for increased sales, using 1961-62 as a base year. The Government was providing some alleviation, but this was not enough, he said.

The federal Government's main concern should be to promote manufacturing in Canada, to "make manufacturing in Canada pay more than manufacturing behind the EEC tariff wall, and make Canada a tax shelter to match the best in Europe," the speaker contended. In conclusion, he stated: "It seems clear, however, that a Canadian

manufacturer can arrange, under current law, to produce and sell his product in Europe at an over-all tax cost much below the Canadian equivalent."

"Taxes—a Trick or a Treat?" was the topic of an address by Trevor F. Moore, Vice-President and Director, Imperial Oil Limited, Toronto. He stated that a brief comparison of European and Canadian corporation tax policies "is rather dangerous because of the variety of qualifications that arise." For example, some European countries levy tax on "increased net worth" rather than "net income."

Most of the specially developed European tax policies are obviously designed to serve some particular objective, said Mr. Moore, also pointing out that European countries place greater reliance than we do on the turnover or consumption type of tax.

Industrial Fatalities in Canada during the First Quarter of 1962

Deaths from industrial accidents numbered 174 during first quarter of 1962, a decrease of 100 from previous quarter and of 76 from same quarter of 1961

There were 174* industrial fatalities in Canada during the first quarter of 1962, according to the latest reports received by the Department of Labour. This is a decrease of 100 from the previous quarter, in which 274 were recorded, including 39 in a supplementary list. In the first quarter of the previous year, 250 fatalities were recorded.

During the quarter under review, one accident resulted in the deaths of three or more persons. On January 16, eight employees of a pipeline company died in the explosion of a line that was being purged by a test crew. This accident occurred 45 miles north of Edson, Alta.

Grouped by industries (see chart page 825), the largest number of fatalities occurred in mining and manufacturing, each accounting for 31.

In the mining industry, of the 31 fatalities recorded, 20 were in metal mining, 6 in non-metallic mineral mining and 5 in coal mining. For the same period of the previous year, 26 fatalities were recorded: 18 in metal mining, 6 in non-metallic mineral mining and 2 in coal mining. During the 1961 fourth quarter, 33 fatalities were listed: 19 in metal mining, 8 in non-metallic mineral mining and 6 in coal mining.

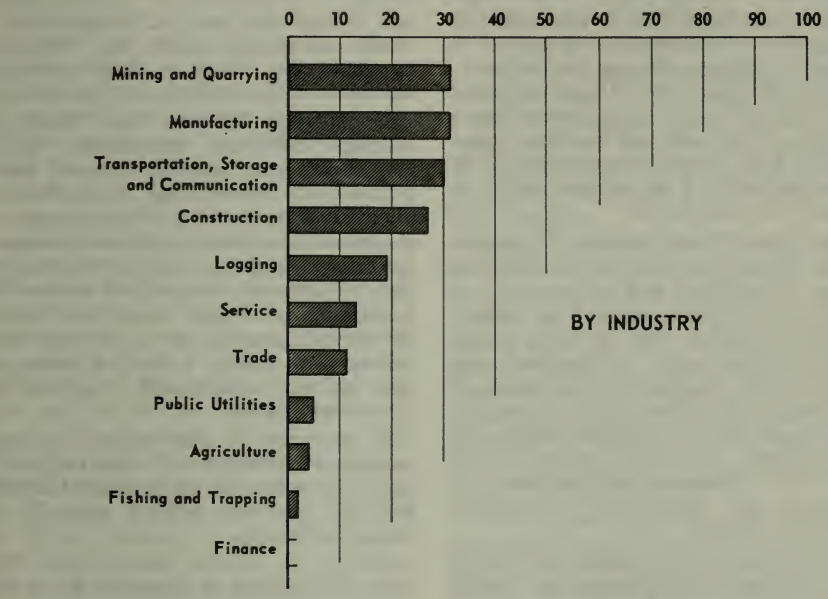
In the manufacturing industry, 31 fatalities also were reported: 9 of those were in wood products, 4 in iron and steel products, 4 in transportation equipment, 3 in food and beverages and 3 in textile products. During the first quarter of 1961, 36 fatalities were recorded: 8 in wood products, 8 in iron and steel products, 5 in non-ferrous metal products, 3 in food and beverages, 3 in transportation equipment and 3 likewise in non-metallic mineral products. During the fourth quarter of 1961, 41 employees lost their lives in the manufacturing industry. Eleven died in wood products manufacturing, 5 in food products, 5 in iron and steel products, 5 in transportation equipment, 4 in paper products, 3 in non-metallic mineral products and 3 in miscellaneous manufacturing industries.

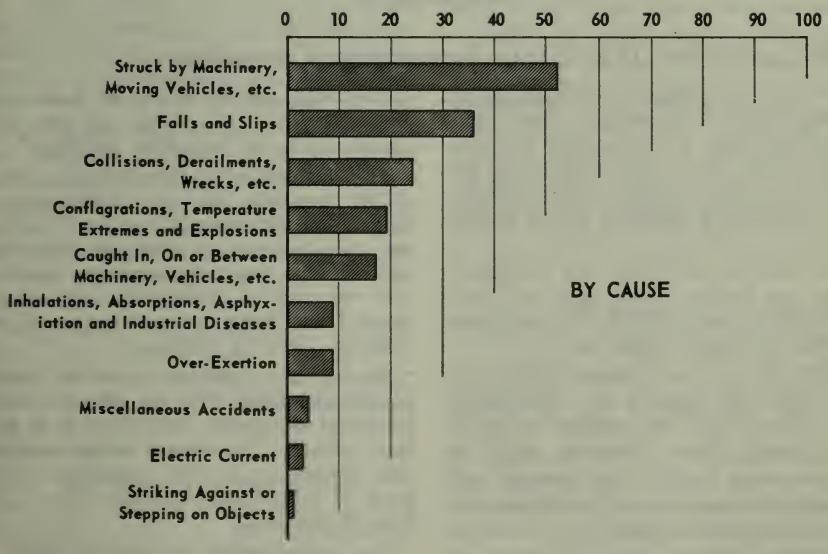
The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

* *See* Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the first quarter of 1962 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 35 fatalities for which no reports have been received.

INDUSTRIAL FATALITIES IN CANADA
First quarter of 1962





SOURCE: ECONOMICS AND RESEARCH BRANCH, DEPARTMENT OF LABOUR.

There were 30 fatalities in the transportation, storage and communications industry during the quarter: 15 of these were in local and highway transportation, 11 in railway transportation, 3 in water transportation and 1 in air transportation. Fatalities recorded for the same period in 1961 numbered 40, of which 19 were in local and highway transportation, 9 in water transportation, 8 in railway transportation, 3 in telegraphs and telephones and 1 in street and electric railways. During the last quarter of the previous year, 41 persons were killed in this industry: 16 in railway transportation, 11 in local and highway transportation, 8 in water transportation, 3 in air transportation, 2 in storage and 1 in telegraphs and telephones.

In the construction industry, 27 persons lost their lives during the quarter. Of these, 10 were in buildings and structures, 4 in highways and bridges and 13 in miscellaneous construction. For the same period of the previous year, 35 fatalities were reported: 25 in buildings and structures, 5 in highways and bridges and 5 in miscellaneous construction. Accidents during the fourth quarter of 1961 resulted in 62 deaths: 22 in buildings and structures, 15 in highways and bridges and 25 in miscellaneous construction.

The 19 fatalities in logging during the quarter represented a substantial decrease in comparison with the 34 fatalities recorded during the same period of the previous year and the 27 fatalities reported in the last quarter of 1961.

An analysis of the 174 fatalities during the first quarter of 1962 (see chart page 000) shows that 52 (30 per cent) were caused by being "struck by" different objects: 41 were in the category "other objects," 7 were caused by "moving vehicles" and 4 were the result of being struck by "tools, machinery, cranes, etc." Thirty-six fatalities were caused by "falls and slips," all but 3 of these by falls to different levels.

Twenty-four fatalities were under the heading "collisions, derailments, wrecks, etc."; 16 involved automobiles and trucks, 4 involved tractors and loadmobiles, 3 involved aircraft and 1 involved mine and quarry cars. Seventeen fatalities were caused by being "caught in, on or between." Of these, 5 involved tractors and loadmobiles, 4 involved machinery, 4 involved hoisting or conveying apparatus, 2 involved automobiles and trucks, 1 involved trains and other railway vehicles and 1 involved miscellaneous objects.

By province of occurrence, the largest number of fatalities, 67, occurred in Ontario. This was followed by British Columbia with 32 fatalities, Alberta with 29 and Quebec with 15.

During the quarter under review, there were 76 fatalities in January, 46 in February and 52 in March.

British Conference Delves Into Automation, Computation

The rapid development of automation and computation, both closely related technologies, will have a wide impact on technical, economic and social aspects of life in Britain. It will also lead to big changes in the occupational structure of the labour force.

These forecasts are made in a memorandum by the British Conference on Automation and Computation to a Government committee on higher education.

The BCAC is a newly created body concerned with all aspects of automation. British trade unions are represented on it by the Trades Union Congress, which is taking an active part in this research and is stressing the importance of gearing education to these modern trends.

"The impact of these developments will be increasingly felt in every corner of industrial, commercial and social life," stated the Conference, adding the warning that "the future of industrially developed nations will depend much on their readiness and ability to exploit the new techniques which are becoming available."

The memorandum gave details on some of the demands that the development of automation will bring in its wake. It pointed out the shortage of advanced technicians required to maintain complex computer and automation equipment, and recommended the "block release" system to provide the necessary training.

This system combines practical instruction in the plant with an annual "block" period of theoretical education at a technical college. This release system contrasts with the more common one of one day a week at school and the remainder of the week at the plant.

The memorandum stressed the shifts in the labour force due to automation "The proportion of less-skilled manual and white-collar tasks will be greatly reduced while the proportion of professional and of highly skilled maintenance tasks will rise."

International Activities in Rehabilitation

U.N. provides technical assistance, supplies information, assists in training of rehabilitation personnel, and co-operates in programs of other world bodies ILO sends experts, grants scholarships, supplies equipment, helps with training

A recent issue of the *International Rehabilitation Review* highlights the many activities of international bodies that are interested in the problems of the disabled and are actively supporting efforts to extend rehabilitation services to all countries.

The United Nations encourages the development of services for the disabled through the provision of technical assistance to governments when requested, assists in arranging conferences and seminars and gives aid in training of rehabilitation personnel. The United Nations also publishes information on rehabilitation and carries out studies from time to time into various problems and aspects of providing adequate services for the handicapped.

At the present time, a study into "the Legislative and Administrative Aspects of Rehabilitation Programs in Selected Countries" has just been carried out. Canada is one of the countries participating in this study.

The United Nations program conforms to the precepts laid out in the 1950 resolution of the Economic and Social Council that says "plan jointly with the specialized agencies, in consultation with the interested non-governmental organizations, a well coordinated programme for the rehabilitation of physically handicapped persons."

The United Nations has assisted with many programs that have also been aided by the World Health Organization (WHO), the International Labour Organization (ILO) and the United Nations Children's Fund (UNICEF). The United Nations co-operates also with the International Society for the Rehabilitation of the Disabled.

Twenty-seven non-governmental organizations have come together in the Conference of World Organizations Interested in the Handicapped (CWOIH). This group joins with the United Nations in planning programs for the disabled.

ILO Activities in Rehabilitation—The International Labour Organization and the International Society for the Rehabilitation of the Disabled co-operated closely in encouraging the development of services for the disabled throughout the world. During recent years the ILO has given assistance to 23 countries in this respect.

The ILO assists by sending experts to advise on the establishment and development of services, grants scholarships or fellowships to permit rehabilitation personnel to study in other countries, supplies equipment and helps with training courses and seminars.

During 1960 and 1961, ILO experts were supplied to a number of countries to advise on the development of rehabilitation services. Argentine received such assistance in setting up a national vocational rehabilitation program and a pilot vocational rehabilitation centre. Ethiopia received assistance in investigating problems of blindness and other disabilities, and advice on ways of developing rehabilitation, training, placement and other facilities.

In Pakistan also, an ILO expert was provided to help in developing rehabilitation services, and in Portugal, another pilot project was established and assistance given in developing rehabilitation services for the blind. Experts were also provided to Vietnam and Thailand for similar purposes.

During this same period, fellowships were awarded to personnel from the following countries: Brazil, Ceylon, Greece, Indonesia, Philippines, Poland, Tunisia and Yugoslavia. These people are thus enabled to travel to other countries to study and observe rehabilitation programs. Countries to which they go include: United States and Canada, United Kingdom, Germany, Sweden, Poland, Norway and the Federal Republic of Germany.

Forty Years Service to the Disabled. The International Society for Rehabilitation of the Disabled in 1961 celebrated the 40th anniversary of its founding. Originally known as the International Society for Crippled Children, it has twice changed its name. In 1939 it became known as The International Society for the Welfare of Cripples, but in 1960 adopted its present name as a reflection of the broadening of its interests and of a more dynamic approach to the problems of disabled individuals.

Aging and the Economy

Impact of aging on the economy examined in detail at University of Michigan's 15th Annual Conference on Aging. Participants included delegates from Canada

The impact of aging on the economy was examined in considerable detail at the University of Michigan's 15th Annual Conference on Aging, at Ann Arbor, Mich., last month. Delegates attended from all parts of the United States including Hawaii, and from Canada.

The conference was designed to: achieve understanding of the relationship of national income and wealth to the capacity to support an expanding older population; examine the work rules of older people in the light of the rising population, national security, and trends in productivity; evaluate current methods and adequacy of supporting the retired population and to consider probable and desirable trends; study expenditure patterns and needs of older people in relation to varying circumstances and styles of life.

Among the topics discussed were retraining and counselling of mature workers, the impact of pension plans, rehabilitation of disabled workers, industrial and business practices, community planning and programs, collective bargaining and several other related subjects.

Many questions of interest to Canadians were brought up, such as:

—To what extent is the cost of living less for older persons than for younger ones?

—Should retirement income equal about three-quarters of pre-retirement income to be reasonable?

—Should older people have income enough to live independently or (a) should relatives provide for them, or (b) should relatives be required to provide for them?

—Should employment be encouraged to augment pension income?

Speaking on the subject, "Projections in Employment of Middle-Aged and Older Workers," Dr. Margaret S. Gordon, of the University of California, stressed the need for employers and community agencies to place more emphasis on continuing education and retraining. She pointed out that older workers could often be retrained for service occupations when they could not qualify for programs aimed at preparing displaced workers for skilled jobs.

Charles R. Sligh, Jr., Executive Vice-President of the National Association of Manufacturers, warned against putting an excess burden on an economy by increasing taxes to support a large public assistance program. He suggested that a national policy should preclude the imposition of programs for the supposed benefit of the aged that had such burdensome costs that they prevented citizens from providing for their own old age. Instead he endorsed private solutions such as pension plans.

Rev. Paul P. Harbrecht, S.J., Project Director, The Twentieth Century Fund, Washington, D.C., speaking on the economic power of pension funds, suggested that a proportion of the capital created by pension funds be used for the benefit of the aging through such means as housing projects and institutions.

From retirement data and discussion on the subject it appeared that definite plans for retirement were closely associated with education, occupation, and race. Those with college educations often planned earlier retirement than those who had not completed high school. Farmers reported significantly fewer plans to retire than did others. This lack of retirement plans may stem from farmers' self-employed status, their general exclusion from compulsory retirement programs, and their irregular hours of work.

A survey had shown that those with plans to retire were much more likely to state that they would be able to get along financially during the retirement years than those who said that they were uncertain or would never retire. Four out of five of those who planned to retire before age 65 expected to be able to get along financially during retirement. Those who planned to retire between ages 65 and 70 were only slightly less optimistic. Among those who did not plan to retire or were uncertain about it, only 56 per cent thought they would be able to manage financially.

Although the data concerning retirement plans was taken from surveys made in the United States, it is quite probable that similar attitudes prevail in Canada.

Many delegates favoured the idea of encouraging people to work either full time or part time beyond normal retirement ages. Apart from the necessity in many cases of augmenting insufficient retirement income, continued activity was often conducive to mental and physical health, it was argued. At the same time the right of the individual to retire at an age he considered suitable was upheld.

Day Care for Children of Working Mothers

International Children's Centre submits to United Nations Commission on the Status of Women its recommendations concerning day nurseries. They deal with staff, licensing, enrolment, health care and accident prevention

A report on creches and day nurseries from the International Children's Centre was among the documents submitted this year to the United Nations Commission on the Status of Women. The Centre is maintained by the Government of France in co-operation with UNICEF to train persons from various agencies and geographical regions in the varied aspects of child care.

The report includes the findings of a seminar held in Paris under the auspices of the Centre in December 1960. Present were people from various disciplines concerned with child care: doctors, social workers, psychologists and educators. They had come from 25 countries in North and South America, Europe, Africa and the Middle East. A summary of their main conclusions follows.

Definition—The agreed definition of a creche or day nursery was "an establishment set up for the purpose of taking care of healthy children of less than three years of age while their mothers are at work."

A child should not be entrusted to creche control until it is at least three months old; the mother herself should care for her child at this early age and receive an allowance to compensate her for loss of earnings. Day care in kindergartens should be available for children after the age of three.

Staff—The staff of a creche should include a supervisor who is a specialist in child care, a nurse, at least one assistant for every five children who cannot walk, and one assistant for every eight older children. A pediatrician should be attached to the creche and a psychologist available for consultation. A cook, a cleaning woman, a laundress and a janitor are required for essential services.

The training program for the assistants should include theoretical instruction in child care, child psychology and practical work with children. Regular discussions with the supervisor should be a part of continuing education for the assistants.

Licensing—Minimum standards with respect to physical aspects of the premises, number and qualifications of staff, and medical examination of the children should be prescribed by law. Creches must be licensed and be under the supervision of the health authorities.

Enrolment—Before a child is admitted, the home is visited by the creche nurse. The creche pediatrician is required to give each child a medical examination and any necessary inoculations.

Health care and accident prevention—Each day on their arrival at the creche the nurse is required to examine the children to see if they are in good health. To cope with slight ailments the creche should have one or two isolation rooms available. The mother should not be forced either to stop work in unexpected and inconvenient circumstances or to send her child to a hospital for a slight and passing complaint.

"Taking a calculated risk, within limits, is part of the intellectual and emotional development of every normal child. The fear of accidents should not develop into a fear psychosis."

Accident prevention should take three forms: (1) Adaptation of equipment and premises to eliminate accident risks. (2) Education of the staff, and detection of undiscovered pathological conditions in the children. (3) Education of the children.

Broad aims—The creche should be more than a temporary shelter for the child. It should provide the most favourable conditions for his progress, physically, intellectually and emotionally. The child should not suffer because of his mother's absence.

The creche has an educational function in relation to the child's parents. For example, parents' committees have been formed to organize social and educational evenings. Sometimes staff of the creche have sponsored showings of films on child care and development, followed by discussion periods.

Such meetings have been found a useful means of giving parents a better understanding of the role of the creche. They have also fostered co-operation between parents and the staff. They have helped to establish continuity in attitudes as between the family and the creche toward such problems as feeding, toilet training and display of emotions, and have enabled parents to rid themselves of feelings of guilt and to adopt a more relaxed attitude once they found that they had the same problems as many other families.

INTERNATIONAL LABOUR ORGANIZATION

46th International Labour Conference

Head of Canadian delegation and Canadian Worker Delegate address Conference during debate on ILO Director-General's Report. Two of twenty resolutions on matters not on agenda are submitted by Canadian delegates. Session continues

The 46th Session of the International Labour Conference opened in Geneva on June 6, with about 360 delegates and 630 advisers in attendance, representing 92 of the 102 member countries of the ILO. Five countries were represented by observer delegations, and one by an observer. The Conference was expected to last until June 28.

John Lynch, Irish Minister for Industry and Commerce, was elected President of the Conference.

The head of the Canadian delegation and the Canadian Worker Delegate have spoken in the debate on the ILO Director-General's report, the first item on the agenda. (For the composition of the Canadian delegation and the agenda of the Conference, see L.G., June, p. 650.)

George V. Haythorne

"There has been too great a tendency to consider the problems of older workers as separate and distinct from "larger issues facing us in the employment and manpower field," said George V. Haythorne, Deputy Minister of Labour, who is head of the Canadian delegation and Government Delegate. Speaking in the debate on the Director-General's report, he suggested that the concerns of older workers should rather be treated as "a continuous series of problems facing us throughout life".

The "winds of change," he admitted, cause more serious disturbance in the lives of older people than in those of the young. He went on to speak of the need for employers, unions and governments to keep a watch over the industrial changes that are continually taking place. This would "provide advance warnings of those shifts which are bound to have repercussions in industrial organizations for members of their work force."

He said that the responsibility for making such assessments rested with the employers, but that the support and co-operation of the unions was also essential, and that governments had an important part to play.

Practical programs for dealing with the effects of technological change on employment included training and retraining, vocational rehabilitation, and measures to improve labour mobility. Here again the main responsibility for action rested with industry, particularly the employers, though the active support of the workers was needed and governments must provide efficient employment placement services and do their part in developing and co-ordinating training and rehabilitation programs.

"What is needed is a positive attack on the problem of training for older, as well as younger, workers," Mr. Haythorne said.

Dealing particularly with older workers, he said that there were three fields in which research and action were needed in Canada. The first was the removal or reduction of disabilities facing older workers, the second the performance of older workers compared with younger workers, and the third the encouragement of creative types of employment for our senior citizens.

The first two of these were of especial concern to those older workers who were still some years away from retirement. The third was of concern to both, but especially to those who had already retired or were about to do so.

Regarding performance at work, studies made in a number of countries, Mr. Haythorne said, had clearly shown that older workers compared favourably with younger ones. As more evidence of this accumulated the attitudes of employers would change, "and, what is even more important, attitudes of older workers toward their own abilities and limitations will change."

Creative employment for older workers, the Deputy Minister said, was closely connected with the question of retirement. In Canada, the attitude toward retirement had of late years become more flexible. "The

earlier concept of a fixed and arbitrary date for retirement is giving way to a recognition that workers, after they reach a specified age, usually in their sixties, should be entitled either to retire and draw a pension that will provide financial security, or to continue to work if this fits in appropriately with the total needs of the establishment and their capabilities."

Another matter of importance to older workers was that of industrial pension arrangements, and improvements were being made in those arrangements that were helping to remove financial worries after retirement.

The ILO could do much to further the kind of activities he had been talking about, Mr. Haythorne said, by giving encouragement and by facilitating the exchange of information between member countries.

Joseph Morris

"I submit to you that the most effective answer we can find to the employment problem of the older worker is an economy of full employment," said Joseph Morris, Canadian Worker Delegate, during the debate on the Director-General's report.

High unemployment means trouble for the older worker in finding a job; on the other hand, when the demand for labour is good "the older worker is as much in demand on the labour market as any other worker," Mr. Morris pointed out.

He agreed with the remark of the Director-General in the section of his report on "Age of Retirement and Pensionable Age," that "ideally, perhaps, the pensionable age should be fixed individually in each case . . ."

But he disagreed with the qualification which followed that "this is hardly possible—at least today—under a general social insurance scheme."

He contended that it was "essential that the retirement age should be fixed individually in each case," adding that "we must bend our efforts to develop a yardstick more realistic than what the calendar provides."

The Canadian Worker Delegate insisted on the need for adequate pensions, and said that in Canada many workers still do not enjoy the protection of a pension plan, while in other cases the pension is insufficient.

A great deal of research and experiment would be required before positive solutions would be found to the problems of retired people, he said. He suggested that the ILO could play a decisive role in this matter, "as well as in the fulfilment of its traditional task, that of bringing up to date the standards which it has adopted in previous years as well as formulating new ones."

Earlier in his address, Mr. Morris, referring to the Director-General's statement that "full, productive and freely chosen employment" should be a prime objective, had said that the workers of Canada considered this "a first priority in our continuous efforts to bring about a better life for the people of Canada."

The work of the ILO in promoting freedom of association and the abolition of forced labour should be strengthened, Mr. Morris said. In spite of the valuable work done by the Committee on Freedom of Association of the Governing Body of the ILO, that work suffered at times from undue delays and from lack of publicity. "Some of the complaints take many years to process and by the time the Committee reaches a decision on them they are often of little practical significance," he remarked.

As a step toward eliminating these weaknesses, the Canadian delegation was submitting a resolution concerning extension of the procedure of the Committee on Freedom of Association. "This resolution would give the Committee authority to conduct on-the-spot investigations whenever it is unable to reach a decision on the basis of written and oral evidence submitted during its sessions in Geneva. When adopted and implemented, this resolution should help to strengthen the machinery which the ILO has been developing in the field of human rights and trade union freedoms," Mr. Morris said.

He commended the ILO for the progress it had made during the past year in expanding its program of operational activities. Full support for the work of the ILO in regard to co-operatives was expressed by Mr. Morris. He suggested that Canadian experience in National Labour Co-operative Committee might be useful to many other countries.

Canadian Resolutions

Among the 20 draft resolutions concerning matters not on the agenda, two were submitted by Canadian delegates, one by George V. Haythorne, Government Delegate, and one by Joseph Morris, Worker Delegate.

The resolution submitted by Mr. Haythorne concerned the strengthening of research in the labour field. It invited the Governing Body to consider the need for reallocating and strengthening its research resources, and requested member states to strengthen their own research in the labour field, to co-operate readily with the ILO in supplying information in connection with approved studies, to allow field mis-

sions of the ILO to make investigations on the spot, and to encourage the free exchange of information on labour matters.

It also urged member states and employers' and workers' organizations to encourage universities and other institutions to extend their activities in training suitable students in labour economics and related fields of social science, through scholarships and research grants and in other ways.

The resolution submitted by Mr. Morris invited the Governing Body to consider an extension of the established procedure concerning the Committee on Freedom of Association that would allow the Committee, in cases where it believed that a complaint had been substantiated but that more evidence was required, to ask a government to invite the Committee's representatives to make an investigation on the spot.

Director-General's Report

"Much of the ILO's work in the course of 1961, as in recent years, has been directed toward social and economic development needs and the implications of technical progress".

With these words David A. Morse, Director-General of the International Labour Office, introduces the second part of his Report to the 46th Session of the International Labour Conference. Part I of the Report concerns "Older People—Work and Retirement" (L.G., June, p. 636). The Report is the first item on the agenda.

In the second part of his Report, the Director-General reviews current ILO activities. He examines the work done to ensure continued improvement in living and working conditions, and devotes the final section of his Report to the ILO's efforts to strengthen institutional arrangements for social progress. These efforts bear notably on labour-management relations, labour administration and workers' education, and include the activities of the International Institute for Labour Studies.

The Report stresses the continued expansion of the Organization's technical co-operation activities. The ILO provides technical assistance under four programs: the United Nations Expanded Program of Technical Assistance, the United Nations Special Fund, the ILO's Regular Budget Program, and Funds in Trust.

The Expanded Program still encompasses the greatest number of projects in the widest geographical area. During 1961-62, the ILO will spend an estimated $8.2 million on field projects in some 79 countries under this program. In 1961 alone total net expenditure exceeded $3.5 million.

The number of expert assignments carried out in 1961 under the various technical co-operation programs was 386, of which 272 related to Expanded Program projects. Up to September 1961, the recruitment area had covered 58 countries and almost 18 per cent of the experts had been provided by communities that were themselves in the process of development.

In addition, 543 fellowship awards, including study grants for seminars and worker trainees, were made in 1961.

Regarding the program under which skilled workmen are given an opportunity to improve their proficiency by periods of work in factories abroad, the Report notes that 1,883 trainees have taken advantage of this scheme since 1952.

The operational activities undertaken under the United Nations Special Fund have also increased. The number of Special Fund projects for which the ILO has been named executing agency rose from 20 in May 1961 to 31 in January 1962. These projects, the duration of which varies from three to five years, are mainly concerned with the establishment and running of training institutes.

Employment and Manpower

The Report notes that the ILO is concerning itself to an increasing degree with employment and unemployment problems.

Although the ILO's main activities in the employment field have been directed to the particularly urgent problems of developing countries, continued attention has also been paid to questions of a more general nature. The study of the changes in the employment structure brought about by economic and technical progress has been pursued, with particular reference to measures producing other employment for workers affected by the decline of certain sectors of the economy as a result of technical innovations or new forms of competition.

The activities of the ILO in the field of manpower planning and organization have undergone major changes during the past year. The widespread interest now being focussed on human resources as a factor in economic development has made more apparent than ever the need for comprehensive and long-range manpower planning in relation to economic and social development. To meet this need, the organizations of the United Nations family have established closer co-ordinating arrangements during the past year for their manpower activities. The ILO has been designated as the pivot of these arrangements.

TEAMWORK in INDUSTRY

Hospital Administrator John McIntyre declared recently that Winnipeg's Municipal Hospitals—The King George, the King Edward Memorial and the Princess Elizabeth—have derived more benefit from their Labour-Management Co-operative Committee than from their all-management committee.

"Our operation is spread through 10 buildings, some of them widely scattered," he explained. "Formerly we were merely little units competing separately for efficiency. The LMCC has been a good medium for pulling us together and co-ordinating our efforts. We always managed to cope with the major, obvious problems," he added, "but it's the little ones that seethe and irritate and ruin relations. It took our committee to bring them out in the open."

Mr. McIntyre indicated that it was not easy to get a labour-management committee running smoothly. "Our employees are not as strongly vocal as people in industry," he said. "They need encouragement to get on their feet and speak their minds, particularly in the beginning. Today, employee members of our LMCC pick management's brains as often as we pick theirs."

Device workshop technician John Tettero, an employee of Winnipeg Municipal Hospitals, thinks all business and service enterprises of any size in Canada should set up labour-management committees. "Speaking from the union standpoint," he said, "I think it is preferable to talk and reason something out than just get NO! written across a piece of paper."

Mr. Tettero also insists that any reasonably intelligent person will accept a reasonable answer. Friendly discussion promotes understanding, he believes, and understanding leads to teamwork and accomplishment. Even if the occasional meeting attains no material gain, employers will at least be making it possible for the employees' elected representatives to feel they are a necessary part of the organization. "Employers should never underestimate the importance of this sense of participation in the mind of the worker," he said.

Besides serving as a member of the hospitals' LMCC, Mr. Tettero is Chairman of the financial committee of his union hospital unit, Federation of Civic Employees (CLC).

Joint consultation at Grandview Lodge home for the aged, Fort William, Ont., covers the whole range of the institution's activities, according to Superintendent J. L. Hughes. Although a labour-management committee was established at Grandview less than a year ago, Mr. Hughes reports that there has been "a distinct improvement in relations." The LMC's success has received so much attention that other locals of the Building Service Employees' International Union (AFL-CIO/CLC) are pressing for similar committees.

Walter Ellard, President of the home's LMC and a member of Local 268, is equally enthusiastic. Mr. Ellard stated that before the committee was set up, rumours and gossip were always floating around. "Now all this has stopped," he said. "All of the employees feel they can bring any problem to the LMC and get an answer."

Ray Pudas, the union's Business Agent, said: "Since the committee started at Grandview, my troubles have been reduced. I used to be out there all the time over trivial complaints. I rarely visit Grandview now," he said.

* * *

Jack McDonald, recently retired General Agent of the CNR's Winnipeg express department, recalled that in the 10 years it has been functioning, the department's labour-management committee has: (1) improved efficiency in operation; (2) bettered service to the public; (3) reduced absenteeism.

Companies should go out of their way to establish good two-way communications with employees, he declared. Management doesn't know exactly what is happening to equipment and actual operations because it isn't that close to the picture. "Our employees must tell us. . . Management's job is to build up morale to such a point that no employee would hesitate for a moment to make a statement or ask a question."

Mr. McDonald suggested that one way to improve morale was to develop the habit of emphasizing not "*who* did this?" but rather "*how* did it happen?"—the idea being to eliminate the problem, not embarrass the employee.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May. The Board issued one certificate designating a bargaining agent, rejected one application for certification and granted one application for revocation of certification. During the month the Board received three applications for certification, and one request under Section 61(2) of the Act for a review of an earlier decision. It allowed the withdrawal of one application for certification.

Application for Certification Granted

Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, shopmen and swampers employed by Tiger Transfer Ltd., Calgary, Alta. (L.G., June, p. 653).

Application for Certification Rejected

Cape Breton Projectionists' Union Local No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Atlantic Television Company Limited, Antigonish, N.S., respondent (L.G., June, p. 653). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Lorne Shepherd, *et al,* applicants, Frontenac Broadcasting Company Limited, Kingston, Ont., respondent, and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent (L.G., June, p. 655).

Applications for Certification Received

1. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by the Papachristidis Co. Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

2. Office Employees' International Union Local 131, on behalf of a unit of office employees of Smith Transport Limited, Oshawa, Ont. (Investigating Officer: A. B. Whitfield).

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Deeks-McBride Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Request for Review under Section 61(2) of Act

Request for review of the certificate issued by the Board December 19, 1961, affecting the Canadian Maritime Union, applicant, and the Canadian Pacific Railway Company, Montreal, Que., respondent (unlicensed personnel aboard the S.S. Keewatin and S.S. Assiniboia). (L.G., Feb., p. 155).

Application for Certification Withdrawn

General Truck Drivers' Union, Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Hill the Mover (Canada) Limited, Hamilton, Ont., respondent (L.G., June, p. 655).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Traffic and Clerical Divisions) (Conciliation Officer: D. S. Tysoe).

2. Radio-Laurentides Inc. (CKJL), St. Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

3. Canadian Broadcasting Corporation, Montreal, and Building Service Employees' International Union, Local 298 (Conciliation Officer: C. E. Poirier).

4. National Harbours Board, Prescott, Ont., and Civil Service Association of Canada (Conciliation Officer: T. B. McRae).

5. Viking Tugboat Co. Ltd., Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

6. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

7. Canadian Broadcasting Corporation and Locals 204, 183 and 308 of the Building Service Employees' International Union (Conciliation Officer: F. J. Ainsborough).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

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8. Vancouver Barge Transportation Limited and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

9. CKSO Radio Limited, Sudbury, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

10. Pacific Western Airlines Limited, Vancouver, and Canadian Air Pilots' Association (Conciliation Officer: G. R. Currie).

11. Vancouver Barge Transportation Limited and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

1. Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L.G., May, p. 533).

2. Robin Hood Flour Mills Limited, Calgary, Alta., and Local 326 of the United Packinghouse Workers of America (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 533).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Deeks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 655), was fully constituted in May with the appointment of R. J. S. Moir of Vancouver as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., of Vancouver, and Joseph Whiteford of Burnaby, who were previously appointed on the nomination of the Association and Union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between British Columbia Towboat Owners' Association, Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 656) was fully constituted in May with the appointment of W. E. Philpott of Vancouver. Mr. Philpott was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C. of Vancouver and John E. Berry of New Westminster, who were previously appointed on the nomination of the Association and Union, respectively.

Conciliation Board Report Received

Motor Transport Industrial Relations Bureau, (representing 47 companies within federal jurisdiction), Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 534). The text of the Report is reproduced below.

Board Reports of Settlements Received

1. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions, including the Quebec Central Railway Company and Dominion Atlantic Railway Company) and the Brotherhood of Locomotive Firemen and Enginemen. (L.G., Oct. 1961, p. 1040). The text of the Report is reproduced below.

2. Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and United Steelworkers of America (L.G., June, p. 656). The text of the Report is reproduced below.

Settlement Reached following Board Procedure

Canadian National Railways and Brotherhood of Railroad Trainmen (L.G., June, p. 656).

Strike Action following Board Procedure

Motor Transport Industrial Relations Bureau (representing 47 companies within federal jurisdiction), Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 534). Strike commenced May 29.

Disputes Lapsed

1. Canadian Freightways Limited, Calgary, Alta., and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 53).

2. General Enterprises Ltd., Whitehorse, Y.T., and Local 2499 of the United Brotherhood of Carpenters and Joiners of America (L.G., March, p. 333).

Report of Board in Dispute between

Motor Transport Industrial Relations Bureau

and

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Motor Transport Industrial Relations Bureau, Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The Bureau represented some 47 companies within federal jurisdiction.

The Board was under the chairmanship of His Honour Judge J. C. Anderson of Belleville, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, nominees of the companies and union, respectively.

The Report was signed by all three members, but Messrs. O'Brien and Siren submitted addenda.

The Report and addenda are reproduced here.

Your Board of Conciliation consisting of His Honour Judge J. C. Anderson, Chairman, Michael O'Brien, company nominee, and Paul Siren, union nominee, met with the parties at the Four Seasons Motel in Toronto on April 17, and the meeting was continued on April 18. The Board again met with the parties in Toronto at the Royal York Hotel on the 27th, 28th and 29th of April.

At these meetings the Motor Transport Industrial Relations Bureau was represented by:

H. G. White—Hanson Transport Limited
L. G. Teakle—Smith Transport Limited
W. R. Henderson—Kingsway Transport Limited
F. W. Murray—Motor Transport Industrial Relations
J. E. Taylor—Overland Express Limited
O. J. Doerr—Wood's Transport (Hespeler) Limited
S. A. Bacon—McAnally Freight-Ways Company Limited
W. H. Male—Direct Winters Transport Limited
C. V. Hoar—Hoar Transport Limited
M. D. Davis—Inter-City Truck Lines Limited
J. A. Donaldson—Motor Transport Industrial Relations Bureau.

And the Union was represented by:

Local 879 (Hamilton)
R. Taggart, President, Union Co-Chairman
J. Hassett
John Compton
A. L. Wilson
H. Byford
R. Arnold
S. Shantz
J. Contardi
C. Bricker

Local 141
J. Fischer, President
R. Hall
Wm. Kennedy
Wib. Hooper

Local 91
Gerry Miles

Local 880 (Windsor)
W. Sefton, President
R. L. Wilson, Union Chairman
J. Wayne
F. A. Lucier
Chas. Remsik
Neilson Reid
Jas. Shaw

Local 938 (Toronto)
K. G. McDougall, President, Union Co-Chairman
G. Griffin
C. Thibault
F. Thompson
P. Hegarty
P. Mone
C. Walker
Frank Godley, Recording Secretary.

In addition to the representatives of the Unions, Casey Dodds, Canadian Director of the Teamsters International Union, was present, and Frank Fitzsimmons, Vice-President of the International Union, was present during part of the time of the meetings in the Royal York Hotel.

The same Board was appointed by both the Federal and Ontario Departments of Labour, and although most of the operating transport companies are under federal certification, there are a number of the transport companies that are under provincial certification only. Appendix "A" contains a list of the companies under federal jurisdiction.

The issues in dispute were many and varied, and need not be listed because they are reported upon in detail hereunder.

One agreement is bargained for and entered into on behalf of the Bureau members and the three locals of the Union above set out, and the agreement has two main sections, one covering maintenance employees and the other covering over-the-road and local cartage employees.

After the first meeting, it was apparent to the Board that the issues in dispute were so many and varied that the parties themselves would be expected to enter into

direct negotiations, working through committees, and that these committees would deal with certain separate issues; and under the Board's instruction, the parties met through their committees between the meeting of the Board on April 18 and the reconvening of the Board on April 27, and again on the 1st, 2nd, and 3rd of May, 1962.

After attempting to render all assistance possible to the parties in an effort to conciliate all the issues in dispute, the Board finds that while progress has been made on settling some of the issues, that there are many issues upon which it must report.

As a result of the parties' meeting under the direction of the Board, and sometimes with the assistance of the Board, certain issues have been resolved, and therefore the Board recommends that the matters that have been resolved be contained in the forthcoming collective agreement in the same form in which they have been tentatively resolved by the committees, and the Board herewith lists these issues and sets forth its recommendations in connection therewith, and the Board's recommendations are exactly as the representatives of the parties themselves have, in their consultations, agreed upon.

The section of the agreement having to do with maintenance, or what is known as the maintenance agreement, has been all settled except the question of wages and other strictly monetary matters, so that the maintenance area agreement will be renewed with the following changes upon which agreement has been made:

Maintenance

The Company agrees to supply washing facilities, including hot water, soap and towels, at terminals where maintenance personnel are employed. On the issue of new equipment, management will insure that the maintenance personnel involved will receive the necessary information and training.

Personnel designated as lead-hands by the Company shall be paid a premium over and above their normal rate of pay in recognition of their supervisory duties.

Apprentices

Apprentices will not be subject to the terms of the collective agreement except that they must, as a condition of employment, become Union members and pay Union dues.

After forty-five (45) days, the following minimum pay conditions shall apply:

For the 1st year of employment—
60% of the journeyman rate

For the 2nd year of employment—
65% of the journeyman rate

For the 3rd year of employment—
70% of the journeyman rate

For the 4th year of employment—
80% of the journeyman rate

For the 5th year of employment—
semi-skilled end rate.

In the over-the-road agreement, the issue of statutory holidays has been tentatively agreed upon and the Board recommends settlement on the basis of the tentative agreement, which is as follows:

Statutory Holidays

1. The following statutory holidays will be observed:

New Year's Day	Civic Holiday
Good Friday	Labour Day
Victoria Day	Thanksgiving Day
Dominion Day	Christmas Day

2. When one of the observed statutory holidays falls on a Saturday or a Sunday, the day proclaimed shall be the day observed. If no other day is proclaimed, employees shall be paid the statutory holiday pay in accordance with the conditions outlined below.

3. All employees shall be paid their appropriate hourly rate for the above-mentioned statutory holidays, depending upon the length of their shift, but no less than eight (8) hours and no more than nine (9) hours, providing:

a. They are available for work on the normal shift preceding and following the holiday, or when the employee has the consent of the Company to be absent not in excess of seven (7) days.
b. They work any time in the week in which the holiday occurs (except for Christmas and New Year's statutory holidays, which will be paid to all employees on the seniority list who work any time in the month of December and who are available for work on their normal shift preceding and following both statutory holidays).
c. Personnel who are ill up to five (5) working days preceding and/or following the statutory holiday shall be paid for the statutory holiday providing they supply the Company with a doctor's certificate if requested. Employees found misrepresenting the facts of their illness shall be subject to disciplinary action.

4. If an employee is required to work on one of the above-mentioned statutory holidays, he shall receive his normal rate of pay for the time worked, in addition to the statutory holiday pay.

5. Any of the statutory holidays as listed and falling within an employee's annual vacation, shall be paid, in addition to the employee's annual vacation pay, providing the employee is available for work on the normal shift preceding and following his annual vacation.

6. No employee on highway operations shall be compelled to accept a dispatch out of his home terminal on the eve of a statutory holiday, except in cases of emergency, when reverse seniority may apply.

7. Senior employees shall be given the first opportunity to work on statutory holidays. However, they shall have the right to decline work, providing a sufficient number of junior qualified employees is available.

8. Personnel who have completed thirty (30) days of their probationary period shall be qualified for statutory holiday pay subject to paragraph 3.

9. Part-time personnel shall not be entitled to statutory holiday pay under any circumstances.

Most, if not all the dispute concerning the allocation of work has resulted in agreement, and the Board recommends settlement on the basis of the agreement for the areas that have been agreed upon, which are as follows:

Allocation of Work

The Company shall have the authority to allocate and assign the work to personnel having regard to: (a) the skill and efficiency of employees, and (b) the seniority of employees. And where the qualifications expressed in (a) are relatively equal among the employees involved, seniority shall be the determining factor. Subject to the above:

1. Hourly Rated Operations

1. On runs designated as "peddle runs" or "special operations" by the Company, employees shall be allowed to bid and qualify for such runs, in conjunction with the annual interdepartmental job bid. In all other operations the Company shall have the right to allocate the work, giving due regard to seniority as set out below.

2. In conjunction with the annual interdepartmental job bid, seniority shall prevail as to starting times and/or shifts as set out by the Company. The Union recognizes that the Company must have a nucleus of experienced men on each shift.

3. Senior personnel shall have the preference to work on the first five (5) days of the week.

4. In the event that extra highway trips arise, the Company shall assign these trips to the most senior, qualified, unassigned drivers available.

5. Any employee taking time off during the week shall not be entitled to work on Saturday in lieu of short hours during the week except: (a) when he is scheduled on six-day operations. (b) by seniority rights when all other qualified employees have completed a (00) hour week.

6. On Saturdays, if the senior men have worked (00) hours or less, or if the junior men have worked (00) hours or more, then the senior men will be called for work.

2. Highway Operations

(a) Spare-Board Drivers

1. The Company shall endeavour at all times to arrange runs in a manner that will give preference to the senior drivers.

2. Drivers will not drive in excess of 2,200 miles per week. However, drivers may book off after 1,800 miles, providing other qualified highway drivers are available. When a highway driver's trip is short due to the above weekly mileage limitation, drivers will be paid on the mileage basis and the 5-hour call-in guarantee shall not apply.

3. Senior personnel shall have the preference to work on the first five (5) days in the week, to the extent that it is consistent with the foregoing conditions. This work week may commence on Sunday.

4. Each highway driver shall upon contacting the Company's office, be advised of his starting time. If he is not dispatched after reporting for work as ordered, he shall be paid at the regular hourly rates for all the time held, provided however, that he performs any reasonable work requested, except that night highway drivers will not be compelled to work on the dock for more than two (2) hours before being dispatched on a highway run.

5. Everything being equal, senior employees will be given the first opportunity to work on sixth-day operations. However, in the event the work is declined, the Company reserves the right to allocate the work in reverse order of seniority.

6. An employee absenting himself from work during the week shall not be entitled to work on sixth day operations except: (a) when he is scheduled on sixth day operations, or (b) by seniority rights, when all other qualified employees have reached the mileage limitation as outlined in Item (2) above.

7. Drivers will not be compelled to work on the dock at a Company terminal away from home if they have been on duty for more than eight (8) hours.

8. Drivers on way-freight operations at intermediate Company terminals will not be compelled to work on such docks if the known mileage at the time of dispatch exceeds three hundred (300) miles.

9. If a driver is not dispatched before the fourteenth (14th) hour he shall be guaranteed two (2) hours pay, and if he is held more than two (2) hours, he shall be paid for each hour up to ten (10) hours in the first period. This pay shall be in addition to the pay to which the man is entitled if he is put to work at any time within the twenty-four (24) hours after the run ends. The same principle shall apply to each succeeding twenty-four (24) hours. On Sundays and holidays, meals and lodgings shall be allowed in addition.

10. Wherever possible, Sunday night dispatch will be available at least twenty-four (24) hours prior to the time of dispatch.

11. Delete.

12. Drivers held over at a foreign terminal will be given preference on first loads out. However, where there are sufficient loads, all the held-over spare-board drivers need not be dispatched out ahead of regular-run drivers.

(b) Regular-Run Drivers

1. At a terminal where regular runs may be set up, or where there are special operations, it is agreed that the Company and the Local Union or Unions involved will meet, to establish rules, in writing, governing the operation of such regular runs and/or special operations, with due regard to the following conditions:

i. Regular runs and special operations shall be posted for a period of seventy-two (72) hours (Saturdays, Sundays and statutory holidays excluded). Posting shall be made when new regular runs or special operations are established, or where vacancies occur, and thereafter in conjunction with the annual interdepartmental job bid. It is recognized that a change in operations may require a further meeting between the Company and the Local Union or Unions involved, as outlined above.

ii. Drivers will not drive in excess of two thousand two hundred (2,200) miles per week.

iii. The work week may commence on Sunday, but where regular runs or special operations are established to start on a Monday, drivers need not be called in for Sunday trips.

iv. Each highway driver shall, upon contacting the Company's office, be advised of his starting time. If he is not dispatched after reporting for work as ordered, he shall be paid at regular hourly rates for all time held, provided however, that he performs any reasonable work requested, except that night highway drivers will not be compelled to work on the dock for more than two (2) hours before being dispatched on a highway run.

v. If a driver is not dispatched before the fourteenth (14th) hour he shall be guaranteed two (2) hours pay, and if he is held more than two (2) hours, he shall be paid for each hour up to ten (10) hours in the first period. This pay shall be in addition to the pay to which the man is entitled if he is put to work at any time within the twenty-four (24) hours after the run ends. The same principle shall apply to each succeeding twenty-four (24) hours. On Sundays and holidays, meals and lodgings shall be allowed in addition.

vi. Wherever possible, Sunday night dispatch will be available at least twenty-four (24) hours prior to the time of dispatch.

vii. Delete.

viii. If a regular run or special operation with a lay-over is established, it shall be the Company's responsibility to dispatch drivers who have been held over at a foreign terminal back to their home terminal, and accordingly, they will be given first return loads. When no load is available, to dispatch driver directly home. It is understood that in the application of this condition the Company may dispatch a driver in a different direction than towards his home terminal if such a dispatch will result in the acquiring of a load destined towards his home terminal, and providing the whole of such dispatch will return the driver to his home terminal.

There was an issue concerning working supervisors, and the Board recommends that this be settled in the terms of the tentative settlement arrived at by the joint committees working on that problem, so that the Board recommends that the issue as to working supervisors be settled in the following terms:

Working Supervisors

1. In event of a dispute concerning the scope of the bargaining unit, particularly as it may be affected by working supervisors, it is agreed that such a dispute shall be referred to a permanent joint committee established for that purpose, and which shall meet monthly (every third Wednesday), if required. In the event that this committee is deadlocked, the dispute shall be referred to an Arbitration Board through the grievance procedure.

2. A "lead hand" shall be defined as a person who performs work and directs the work of others. He shall not have the authority to hire, fire, suspend or otherwise penalize other employees, and he shall be a Union member.

3. When lead hands or foremen are appointed, a notice to that effect will be posted by the Company.

The issue between the parties respecting the closing or partial closing of terminals has been agreed upon by a joint committee, and therefore the Board recommends that the following clauses be incorporated in the contract dealing with the problem of closure or partial closure of terminals.

Closure or Partial Closure of Terminals (As a Subsection of Article 7)

In the event of the complete or partial closures of terminals or operations where work is moved to another terminal(s) under the jurisdiction of the signatories to this agreement, and employees are subject to lay-off due to this work being moved, the following conditions shall apply:

1. The Company will give the Union thirty (30) days written notice of its intention to close a terminal or operation and a meeting(s) will be held to arrange any necessary movement of personnel under the conditions outlined in this section.

2. In the case of a partial closure, a meeting(s) will be held within thirty (30) days of partial closure to arrange any necessary movement of personnel under the conditions outlined in this section.

3. If the junior men, who are subject to lay-off in the terminal or operation which is closed or partially closed, have more Company seniority than any of the men in the terminal to which the work is being moved, then an opportunity to move with the work will be posted and bid on and, subject to qualifications, the most senior men bidding to move will be allowed to do so.

4. Personnel moving under the conditions in (3) will retain their seniority at the terminal moved from for a period not exceeding twelve (12) months from the date of the move.

5. The Company will have the sole authority for the allocation of work of employees moving under the conditions of (3) for a period of six (6) months from the date of the move or until the date of the next job bid, whichever comes later.

6. Persons moving under the conditions of (3) will dovetail their seniority dates with those persons already employed at the terminal to which they moved.

The joint committee of Teamsters and the Bureau recommends that the issues arising out of this next problem be settled according to the following statement, and which the Board also unanimously recommends.

General Rules and Regulations Governing the Actions of all Employees

The following Rules and Regulations, and the penalties to be charged for their violation, are placed in effect with the approval of the Companies and the Unions, so that all employees of Bureau member Companies may know what the Company Rules and Regulations require of them in the conduct of general Company business.

Nothing in these Rules and Regulations shall deprive the employees of the right to challenge a penalty through the regular grievance machinery. Existing Company rules and penalties shall not conflict with those contained herein. In case of conflict, it is agreed that the Rules and Regulations shall apply.

Nothing contained herein shall prejudice the right of the Company to institute additional Rules and Regulations which do not conflict with those contained herein, and in such case thirty (30) days notice, in writing, shall be given to the Union before application.

Should the Union disagree with the Company's application of the Rules and Regulations, the question may be referred to a meeting of the Joint Rules and Regulations Sub-committee.

All infractions of the Highway Traffic Act and the municipal bylaws shall be the responsibility of the drivers except those which are, by their nature, the responsibility of the Company.

1. Accidents

a. Accidents for which the employee is at fault, or for which his action or lack of action is a contributory factor, will result in disciplinary action, which may range from "reprimand" to "dismissal" according to the seriousness of the accident, the degree of negligence or carelessness, and frequency of accidents.—AGREED.

b. Failure to report any accident as soon as possible will result in the employee being subject to dismissal.—AGREED.

2. Equipment

a. (i) Tampering with tachograph, governor, or other safety device. Subject to dismissal.—AGREED. (ii) Operating power equipment with radiator or grille covered, or obstructing with unauthorized covering: 1st offense—subject to 3 days off; 2nd offense—subject to dismissal.—AGREED.

b. Excess idling of equipment; 1st offense —reprimand; 2nd offense—1 day off; 3rd offense—3 days off; 4th offense—1 week off. Subsequent offenses—subject to dismissal.—AGREED.

c. Failure to ensure that units are properly hooked up and locking devices engaged and trailer support fully raised: 1st offense—1 day off; 2nd offense—3 days off; 3rd offense—1 week off; subsequent offenses—additional time off, subject to dismissal.—AGREED.

d. Intentionally operating equipment with tire pressure too low; 1st offense—reprimand; 2nd offense—1 day off; 3rd offense—3 days off; subsequent offenses—subject to dismissal. —AGREED.

e. Failure to ensure that power equipment is properly serviced for gasoline, oil and water, and that all tire pressures are checked before leaving the terminal, where required by the Company: 1st offense—reprimand; 2nd offense —3 days off; 3rd offense—1 week off; subsequent offenses—subject to dismissal.—AGREED.

f. Failure to properly tarp cargo and equipment: 1st offense—3 days off; 2nd offense— 1 week off; subsequent offenses—subject to dismissal.—AGREED.

g. Failure to keep cab interior free of all refuse while on duty: 1st offense—reprimand; 2nd offense—3 days off; 3rd offense—subject to dismissal.—AGREED.

h. Failure to report mechanical defect in equipment, if known; 1st offense—3 days off; 2nd offense—1 week off; subsequent offenses —subject to dismissal.—AGREED.

i. Unauthorized use of Company-owned motor vehicles: 1st offense—subject to dismissal.—AGREED.

3. Conduct and Behaviour

a. Consuming intoxicants while on duty or on the Company's property: 1st offense— immediate dismissal.—AGREED.

b. Reporting for duty while under the influence of an intoxicant: 1st offense—reprimand to one week off; 2nd offense—subject to dismissal.—AGREED.

c. Theft, dishonesty or wilful damage, failure to turn in monies collected: 1st offense—immediate dismissal.—AGREED.

d. Receipt of garnishees or assignments against pay: 1st offense—reprimand; 2nd offense—reprimand; 3rd offense—subject to dismissal.—AGREED.

e. Discourtesy to a customer (subject to investigation): 1st offense—reprimand; 2nd offense—1 week off; 3rd offense—subject to dismissal.—AGREED.

f. Mishandling or abuse of any Company equipment or property, excluding cargo, according to the degree of negligence or carelessness: 1st offense—reprimand to 3 days off; 2nd offense—3 days to 1 week off (after investigation); 3rd offense—subject to dismissal.—AGREED.

g. Failure to obey instructions of authorized personnel (names of persons in authority will be posted): 1st offense—reprimand; 2nd offense—subject to dismissal.—AGREED.

h. Flagrant disobedience of orders of authorized personnel: 1st offense—subject to dismissal.—AGREED.

i. Failure to make proper collections: 1st offense—reprimand; 2nd offense—1 week off; 3rd offense—subject to dismissal.—AGREED.

j. Failure to load and unload properly, or mishandling freight: 1st offense—reprimand; 2nd offense—3 days off; 3rd offense—subject to dismissal.—AGREED.

(1) If a driver loses his license while operating other than Company equipment, the Company will not be obligated to provide other employment, but it is agreed that a meeting will be held within seven (7) days between the Company and the Union to deal with the individual situation.

4. Reports

a. Intentionally punching another employee's time card: 1st offense—subject to dismissal.— AGREED.

b. Deliberate falsification of time cards or trip reports: 1st offense—subject to dismissal. —AGREED.

c. Failure to report to dispatcher at specified times when required to do so while on duty: 1st offense—reprimand; 2nd offense—reprimand;—3rd offense—3 days off; subsequent offenses—subject to dismissal in aggravated cases.—AGREED.

5. Driving Behaviour

a. Failure to follow routings as designated or instructed: 1st offense—3 days off; 2nd offense—subject to dismissal—AGREED.

b. Driving at speeds in excess of government-posted speed limits: 1st offense—reprimand; 2nd offense—3 days off; 3rd offense—1 week off; 4th offense—subject to dismissal.—AGREED.

c. Unnecessary delays while operating Company vehicles: 1st offense—reprimand; 2nd offense—3 days off; 3rd offense—1 week off; subsequent offenses—subject to dismissal.—AGREED.

d. Deliberate tail-gating: 1st offense—reprimand to 1 week off; 2nd offense—subject to dismissal.—AGREED.

e. Carrying of unauthorized persons in Company vehicles: 1st offense—subject to dismissal.—AGREED.

6. Attendance

a. Absence in excess of three (3) successive working days without notification will be considered as a voluntary quit.—AGREED.

b. Failure to notify the Company not less than one (1) hour before regular starting time when unable to report for duty, with a reasonable explanation: 1st offense—reprimand; 2nd offense—reprimand; subsequent offenses—subject to dismissal.—AGREED.

c. Reporting late for work without a reasonable explanation: 1st offense—reprimand; 2nd offense—3 days off: 3rd offense—1 week off; 4th offense—subject to dismissal.—AGREED.

d. Failure to report for duty after having been instructed to do so: 1st offense—reprimand to 1 week off; 2nd offense—subject to dismissal.—AGREED.

e. Any employee absent due to illness must supply substantiating evidence satisfactory to the management when required.—AGREED.

It is also the Board's understanding that the issue with respect to seniority of stewards, or chief stewards, has been tentatively agreed upon between the parties, and the Board unanimously recommends that the new contract include the following clause in respect to this matter:

"Providing it is consistent with management's obligation to maintain an efficient working force in the event of a shortage of work that necessitates a lay-off, the steward or chief steward, in the event there is one, shall be retained in the work force and he shall only be laid off second to the last man."

The Board also recommends that the following clauses under several headings as listed below, which have been tentatively agreed upon between the parties, be incorporated in the forthcoming agreement.

Pay Conditions

1. The interval between paydays shall be no longer than two (2) weeks and, in the event the Company changes from a one-week pay period to a two-week period, three (3) clear months notice shall be given by the Company. Advances shall be made to employees on request, to assist during the adjustment period, and such adjustment period shall not exceed three (3) months.

2. The Bureau has agreed in principle to the deduction of monies to be submitted to the duly chartered credit unions (details to be worked out later in committee).

Loss or Damage to Cargo

Employees shall not be charged for loss or damage to cargo unless clear proof of negligence is shown. In the event of such loss or damage the Company shall have up to fifteen (15) days from the date of delivery to register a claim with the employee. Before the employee signs an authorization to deduct a claim he shall have seven (7) days to register a grievance should he fail to agree with the Company's claim. In the event the grievance is not filed within seven (7) days, the employee must authorize the Company to deduct the amount of the claim. The Company may lodge a claim for loss or damage to cargo up to and including one hundred dollars ($100.00).

Loss or Damage to Equipment

Employees shall not be charged for loss or damage to equipment unless clear proof of negligence is shown. In the event of such loss or damage the Company shall have up to fifteen (15) days from the date such loss occurred to register a grievance should the employee fail to agree with the Company's claim. In the event the grievance is not filed within seven (7) days the employee must authorize the Company to deduct the amount of the claim. The Company may lodge a claim for loss or damage up to and including twenty dollars ($20.00).

Seniority—Recall Period

An employee shall lose his seniority standing if he is laid off for a period extending beyond twelve (12) consecutive months.

And Paragraph (2) under Seniority, which had been agreed upon prior to the Conciliation Board stage, shall have a sentence added to it which was agreed upon during conciliation, so this whole Paragraph (2) under Seniority shall now read as follows:

"The purpose of seniority regulations is to provide a policy governing lay-offs and recalls. In the event of a lay-off, the Company shall consider (a) the experience and efficiency of an employee, and (b) the seniority of the employee, and where the qualifications expressed in (a) are relatively equal, the employee's seniority shall be the determining factor."

In all lay-offs where the efficiency of an employee is questioned by the Company, such employee will be given the opportunity to perform the work in question and qualify. A lay-off for an employee shall be considered as three (3) consecutive days of no work within his department, at which time the employee must exercise his seniority and move into whatever department his seniority entitles him. The employee will be notified if there are junior men working in another department. Such moves shall be considered temporary, but lasting until such time as the work force requirements for the foreseeable future are returned to normal.

Leave of Absence for Work with the Local Union

Employees will be granted a leave of absence of up to one (1) year to work with the local Union.

Supervisory Personnel Returning to the Bargaining Unit

Those promoted to supervisory positions or positions not subject to this agreement will retain their seniority after promotion for a twelve (12)-month period only. If employees are demoted for any reason, or if they voluntarily request reinstatement to their former position, the time served in the supervisory position shall be included in their seniority rating.

Such employee shall forfeit any and all recourse to the grievance procedure as outlined in this agreement should he subsequently be discharged in such a position beyond the jurisdiction of this agreement. If an employee is promoted to a supervisory position and such supervisory position is subsequently abolished, such employee will revert to his former position without loss of seniority.

Part-Time Employees

Add the following wording to Clause 20(18) of the present agreement: "Regular employees who are laid off shall be given the first opportunity for part-time work; however, the daily guarantee shall not apply."

Students

New article to be added to the present agreement: "Students may be hired on a full-time basis for the summer months (May 1 to September 30) and shall come under all pay regulations in this agreement. They shall pay to the support of the local Union the amount of the monthly due, which will be checked off, but no other provisions of this agreement shall apply."

The Board now proceeds to make recommendations on certain issues upon which there has been no tentative agreement during Board sittings:

Strikes and Lockouts
Vacations with Pay
Hours of Work
Piggyback and Broker Operators
Monetary Issues, including
Welfare, Pensions and Wages.

There were a number of other issues raised by both parties which the Board feels are capable of being resolved by the parties directly, if the issues upon which the Board has recommended generally are accepted by the parties.

Strikes and Lockouts

The Board was advised that during the course of negotiations prior to the conciliation procedure, it was agreed that the clause in the former contract regarding strikes and lockouts, namely, "During the term of this contract there shall be no lockout by the Company or any strike, sit-down, slow-down, work stoppage or suspension of work either complete or partial for any reason by the employees," should be included in the new contract.

The Bureau asks that in addition to this clause, that the collective agreement be amended and added to by the inclusion of the following clause:

"If an employee does, or employees do, institute or encourage or participate in a work stoppage, the Company shall have the sole and complete right to immediately discharge an employee participating in any unlawful strike, slow-down, walk-out or other cessation of work."

The Bureau ask that this be included, because, since the signing of the last agreement, there have been a large number of strike situations in the industry, the loss of thousands of man-hours and hundreds of thousands of dollars in lost wages, and therefore it submits that such a clause might have a salutary effect on the employees and lessen the strike situation as hitherto experienced.

The Board is of the opinion that the strike clause suggested by the Bureau, while it might give information to the employees who read it and warn them of the consequences of an illegal work stoppage, slow-down or unlawful strike, doesn't change the position with respect to strikes or lockouts from that existing under the terms of the present contract. If the provisions of the contract agreed upon are properly policed and enforced by both sides, it should have the effect of reducing or eliminating illegal work stoppages, and therefore, for these reasons, the Board does not see fit to recommend an incorporation in the new agreement of the clause requested by the Bureau.

Vacations with Pay

The Bureau proposed that the vacations-with-pay provisions remain basically as they were in the former agreement. The Union has proposed that the schedule be altered so as to provide for two (2) weeks after two (2) years. three (3) weeks after three (3) years, and four (4) weeks after ten (10) years.

Recommendation. In view of the recommendations hereinafter affecting costs, the Board is of the opinion that there should be no change in the present vacation-with-pay provisions of the contract.

Hours of Work

During negotiations, the Bureau proposed the following clause dealing with the payment of overtime:

"The Company agreed to pay all hourly rated employees at the rate of time and one-half for all hours worked at the hourly rate in excess of ten (10) hours in any one (1) shift."

Under the present contract, there is the weekly limitation which the Bureau feels should be dropped, because it submits that the present legislation safeguards employees

from working excessive hours, and that recently there has been an increasing demand for pick-ups and deliveries on Saturdays, and the present clause makes work performed on Saturdays virtually time-and-half paid work. The Bureau also proposed other changes in an attempt to clarify and standardize the hours off duty within the highway driving operations.

The Union, on the other hand, seeks to make the standard work week a 40-hour week and the standard guaranteed work day 8 hours per day. It also seeks a clause which would provide all employees with a regular starting time and also provide that any change in the starting time will be posted 72 hours prior to the notice. The Union also wants 90 percent of the regular employees to be guaranteed a 40-hour week, and that all Saturday work be paid for at time-and-a-half the employee's hourly rate, and certain other amendments, including an increase in the shift bonus.

While it is no doubt true that in most industries the standard work week has now been reduced to 40 hours, and that overtime applies thereafter in most instances and in some instances on the daily basis as well: to require highway operators to give their employees a standard work week of 40 hours of 8 hours per day, together with the guarantee that 90 percent of the regular employees be guaranteed 40 hours work or pay, would be putting a burden on the operators under present conditions which would, in many instances, be intolerable.

It may well be that in the course of time the standard work week will be reduced from a 48- or 45-hour week as presently constituted, but with the requests for pensions and increased pay which the Union has made, the Board is of the view that if it is to recommend any substantial increase in costs at all, these recommendations should not be found in the area of the reduction of the work week or by guaranteeing full employment to regular employees. Accordingly, in view of these factors and of the recommendations hereinafter made for increase in wages and pensions, the Board recommends that the hour-of-work provisions and the overtime provisions of the present contract remain in force during the term of the forthcoming contract."

Piggyback

The Union submits that the Companies should only have the right to subcontract their work after they have guaranteed jobs for the present number of employees. Presently, before piggyback operations are commenced, the Companies have agreed to hold meetings with the Union. These meetings were designed to attempt to agree upon the re-allocation of the men that would be affected.

There is little room for doubt but that the piggyback form of transportation is here to stay, and will in all likelihood be extended. For these reasons, the Companies should not be put in a straightjacket with respect to subcontracting in relation to piggyback operations. At the same time, it is understandable that an employee who, for instance, might have been a driver with considerable seniority, and whose position is affected by the introduction of piggyback, wants to have his job guaranteed before such introduction is allowed.

The Board is of the view that the best that both parties to the contract can hope for is that the senior employees presently employed be given the maximum protection in the event of the extension of piggyback operations through some form of subcontracting. *The Board recommends* that before the Companies subcontract piggyback loads, meetings should be held with the Union and attempts made to re-allocate the men who might be affected, and that no employee with 5 years or more seniority as of June 1, 1962, should lose a job through the introduction of piggyback operations, but that in the event his employment as a highway driver is affected by the introduction of piggyback operations, he be entitled to use his seniority to "bump down" into lower-paid positions. Also, if in turn other employees with lesser seniority are affected thereby, no one who has seniority in excess of 5 years as of June 1, 1962, is to be laid off as a direct result of the introduction of piggyback operations. It shall, however, be the prerogative of the Company to determine in the first instance what employees, if any, shall be laid off in the event of the introduction of piggyback operations.

Issue as to Brokers

Some Bureau members employ brokers who are self-employed persons owning their own vehicles and enter into contracts with them to make certain highway trips. The Union proposes that owner-operators be considered the same as employees and operate under the same conditions as employees operate in respect to wages, seniority, Union security, etc.

The Companies take the view that owner-operators are not employees under the Labour Relations Act, and that since they are employed for the most part in operations which are uneconomical for the Company to operate through the use of its

own equipment, that to require the Company to pay these owner-operators the same wages and give them the same working conditions as the other employees, would be simply one way of prohibiting the Companies from using the services of owner-operators for otherwise uneconomical transportation of certain goods. The Companies point out that they are constantly being faced with the shipper putting on his own trucks, either directly operated by the shipper or on a pseudo-lease basis where the shipper actually employs a broker himself.

The problem involved here is easily recognizable, but to recommend a solution which on the one hand gives the employer freedom to use the services of an owner-operator if he finds it necessary to do so to maintain himself in business, and at the same time protect the employees who have served the operators over the years, is almost an insoluble problem.

The Union seeks to prohibit the utilization of leased equipment in any manner which is used to defeat the purpose of the collective agreement. It submits that the trucking industry, in its effort to unload the risk of operation, has effected a growing trend of having the work performed by so-called owner-operators, thus avoiding the assumption of the risk of the cost of operation by placing it upon persons who are self-employed as owner-operators. The Union feels that the use of owner-operators brings about an erosion of the bargaining unit and an injurious impact on the conditions of the workers. The Companies, on the other hand, find it necessary on occasion to use owner-operators if they are to maintain the business that they have and protect their investments.

The Board is of the opinion that there is an urgent need for some legislative body to be set up and to operate which will fix at least minimum and maximum rates in this industry, and will also regulate other working conditions, including minimum wages. The Board is of the opinion that the lack of some regulatory body to fix minimum and maximum rates and regulate working conditions, has been at least to a considerable extent part of the reason why relations between operators and employees in this industry have not been as smooth as they should be. The Board believes that if some regulatory body were set up and were operating in the way suggested, that many of the points of irritation which have plagued the trucking industry and its employees would be removed, and it strongly urges that a legislative solution to this problem be brought about at the earliest possible date.

It may very well be that under the agreement made by the Companies with owner-operators, that the Canada Labour Relations Board, upon application to it, would find that such owner-operators were in fact employees of the Companies under the Act.

This might prove to be the case if the nature of the task undertaken by the owner-operator and his employees, and the freedom of action allowed him, are such that the right to prescribe the exact work and the right to direct the particular work to be done, and the conditions upon which such work is done, is reserved for the Company, and if the owner-operator may be bound to devote the whole of his time to the work directed and generally to receive directions as to the manner in which the work should be done.

If the Companies do in fact exercise such complete and far-reaching control over owner-operators that for all practical purposes they discharge their duty in the same manner, subject to the same directions, and generally under the same conditions as the other drivers who are direct employees, the Union may have it within its power to have the owner-operators certified by the Canada Labour Relations Board as employees, and thereby bring them directly under the terms of the collective bargaining agreement.

If the Board were to recommend that the contract provisions contained the requests of the Brotherhood with respect to owner-operators, it would in effect be determining as a fact that such owner-operators are employees and not independent operators actually doing contract work, and the Board does not believe that it is within its jurisdiction to make such a finding, but rather that this is within the province of the Canada Labour Relations Board.

In the meantime, the only recommendation the Board is prepared to make with respect to brokers is that the agreement provide that, before the Companies employ owner-operators or brokers, that meetings should be held with the Union and an attempt made to re-allocate the men who might be affected by such operations. Also, that no employee with 5 years or more seniority as of June 1, 1962, should lose a job through the introduction of owner-operator business, and that in the event a driver's employment is affected by the introduction or extension of owner-operations, that he be entitled to use his seniority to "bump down" into lower positions. And, if in turn other employees with less seniority are affected thereby, that no one who has seniority in excess of 5 years as of June 1, 1962, be laid off as a direct result of the

introduction of owner-operator business. It shall, however, be the prerogative of the Company to determine in the first instance what employees, if any, shall be laid off in the event of the introduction of owner-operator business.

Recognition of Locals at Kingston and London

It was agreed before the Board that once an agreement is arrived at between the parties—and the present three locals request the Bureau to recognize Kingston (Local 91) and London (Local 141)—that the Bureau will recognize these locals without it being necessary to have them certified by the Labour Relations Board.

Health and Welfare, Pensions and Wages, and Term of Contract

It is not the intention of the Board that the recommendations hereinafter made should be a floor from which the Union, after the Board report, would seek to increase the amounts recommended under these monetary headings, nor is it the intention of the Board that the recommendations which follow will be used by the operators as a ceiling which must be lowered or the contract term lengthened before a contract can be agreed upon.

The last collective agreement expired on September 30, 1961, and allowing a minimum length of time for post-conciliation-report negotiations to complete the contract, it is the Board's view that the new contract will not be entered into prior to June 1, 1962. Therefore, the Board recommends that the forthcoming collective contract be entered into for a period of three (3) years, commencing June 1, 1962 and concluding on May 31, 1965, subject to the following changes and amendments with respect to welfare, pensions and wages.

1. The Board recommends that all present employees who were employees of the Companies affected by this agreement on the date of the expiry of the last contract, and who are presently employees, shall be paid a lump sum settlement of sixty dollars ($60.00), and that employees who have been engaged by the operators since September 30, 1961, receive a settlement pay on a *pro rata* basis.

2. Commencing on the 1st day of June, 1962, and upon the first day of each and every month thereafter, the employer shall contribute by cheque payable to the Ontario Teamsters Welfare Fund, Health and Welfare Account, the sum of twelve dollars ($12.00), for each employee covered by this agreement who has been on the payroll for more than thirty (30) calendar days.

Pensions

1. On condition that the employees contribute a like amount at like times, commencing on the 1st of June, 1962, and on the first of each month thereafter up to and including the 1st of May, 1963, the employers shall contribute to an employee pension fund handled by joint trustees and administered by an insurance company, the sum of three dollars (3.00) for each employee covered by this agreement who has been on the payroll for more than thirty (30) days.

2. On condition that the employees contribute a like amount at like times, commencing on the 1st of June, 1963, and on the first of each month thereafter up to and including the 1st of May, 1964, the employers shall contribute to an employee pension fund handled by joint trustees and administered by an insurance company, the sum of four dollars (4.00) for each employee covered by this agreement who has been on the payroll for more than thirty (30) days.

3. On condition that the employees contribute a like amount at like times, commencing on the 1st of June, 1964, and on the first of each month thereafter up to and including the 1st of May, 1965, the employers shall contribute to an employee pension fund handled by joint trustees and administered by an insurance company, the sum of five dollars (5.00) for each employee covered by this agreement who has been on the payroll for more than thirty (30) days.

Wages

1. Commencing on June 1, 1962, there shall be for all hourly rated employees or hourly paid employees (except dock operators, checkers and skilled mechanics) a wage increase of five (5) cents per hour.

2. Commencing on June 1, 1962, there shall be for dock operators and checkers a wage increase of four (4) cents per hour.

3. Commencing on June 1, 1962, there shall be for skilled mechanics a wage increase of six (6) cents per hour.

4. Commencing on March 1, 1963, there shall be for all hourly rated employees or hourly paid employees (except skilled mechanics) a further wage increase of four (4) cents per hour.

5. Commencing on March 1, 1963, there shall be for skilled mechanics a further wage increase of five (5) cents per hour.

6. Commencing on December 1, 1963, there shall be for all hourly rated employees or hourly paid employees (except skilled mechanics) a further wage increase of five (5) cents per hour.

7. Commencing December 1, 1963, there shall be for skilled mechanics a further wage increase of six (6) cents per hour.

8. Commencing on September 1, 1964, there shall be for all hourly rated employees or hourly paid employees (except skilled mechanics) a further wage increase of six (6) cents per hour.

9. Commencing on September 1, 1964, there shall be for skilled mechanics a further wage increase of seven (7) cents per hour.

As an alternative basis for settlement, the Board makes the following recommendations:

A. The same recommendation as contained above for settlement pay.

B. No increase in monthly payments towards the welfare fund.

C. Pension increase the same as above recommended.

D. Wages:

1. Commencing June 1, 1962, there shall be for all hourly rated employees or hourly paid employees (except dock operators and checkers and skilled mechanics), a wage increase of six (6) cents per hour.

2. Commencing June 1, 1962, there shall be for dock operators and checkers a wage increase of five (5) cents per hour.

3. Commencing June 1, 1962, there shall be for skilled mechanics a wage increase of seven (7) cents per hour.

4. Commencing March 1, 1963, there shall be for all hourly rated and hourly paid employees (except skilled mechanics), a further wage increase of five (5) cents per hour.

5. Commencing March 1, 1963 there shall be for skilled mechanics a further increase of six (6) cents per hour.

6. Commencing December 1, 1963, there shall be for all hourly rated and hourly paid employees (except skilled mechanics) a further wage increase of five (5) cents per hour.

7. Commencing December 1, 1963, there shall be for skilled mechanics a further wage increase of six (6) cents per hour.

8. Commencing September 1, 1964, there shall be for all hourly rated employees and hourly paid employees (except skilled mechanics) a further wage increase of six (6) cents per hour.

9. Commencing September 1, 1964, there shall be a further wage increase for skilled mechanics of seven (7) cents per hour.

For drivers who are paid on a mileage basis, the wage increases recommended above under the first recommendation, which includes payments towards the health and welfare fund, and under the second recommendation, which does not include additional payments into the health and welfare fund, shall have on the same dates as the general increases for the hourly rated employees (except dock operators, checkers and skilled mechanics), their mileage rates increased by one tenth (1/10) of a cent per mile for each four (4)-cent increase in the wage rate.

Thus, where there has been a recommendation for an increase in the hourly rate of four (4) cents, the mileage rate shall be increased by one tenth (1/10) of a cent, and where there has been an increase to the general hourly rated employees of five (5) cents per hour, the mileage rate shall likewise be increased by 0.125 per cent. Likewise, where there has been an increase recommended to the general hourly rated employees of six (6) cents, there shall be an increase in the mileage rate of 0.15 per cent.

It was the Chairman's original view that the total money package should not result in end-increased costs above 24 cents per hour for a 4-year contract. However, the phasing of the increases hereinbefore recommended will result in an average cost over a 3-year contract period from June 1, 1962 of a somewhat lower average cost than if a 6-cent-per-hour cost increase at the beginning of each year for a 4-year contract had been recommended.

The Chairman therefore, for these reasons, has recommended that the term of the contract should be for three (3) years from June 1, 1962, with the result that the average yearly cost over the full term of the contract of 44 months is somewhat less than would have been the result under a 4-year contract with a 6-cent-per-hour increase over that period applied at the beginning of each contract year.

All of which is respectfully submitted.

(*Sgd.*) J. C. ANDERSON,
Chairman

I concur in all the Report excepting those portions dealt with in my addendum, a copy of which is attached

(*Sgd.*) M. O'BRIEN,
Member

I concur in all the Report excepting paragraphs subsequent to "Strikes and Lockouts" on page 14 [of the original report]

(*Sgd.*) PAUL SIREN,
Member

Dated at Belleville, Ont., the 12th day of May, 1962.

APPENDIX "A"

Transport Companies under Federal Jurisdiction

Argosy Carriers Limited
Battler Cartage Limited
Bondy Cartage Limited
Canal Cartage Limited
Connell Transport Limited
Consolidated Truck Lines Limited
Direct Winters Transport Limited
Roy Duncan Transport Limited
Fess Transport Limited
Finch & Sons Transport Limited
Gill Interprovincial Lines Limited
Hanson Transport Company Limited
C. Hinton & Company Limited
Hume's Transport Limited
Husband Transport Limited
Hutton Transport Limited
Inter-City Truck Lines Limited
International Cartage Limited
Jones Transport Limited
Keystone Transport Company
Kingsway Transports Limited
Lawson's Transport Limited
Lewis Transport Limited
The Walter Little Limited
M & P Transport Limited
Maislin Transport Inc.
Montreal-Cornwall Express Lines Ltd.
Montreal Ottawa Express Limited
Morrice Cartage Limited
Motorways (Ontario) Limited
Muirhead Forwarding Limited
The McAnally Freight-Ways Co. Limited
McKinlay Transport Limited
McNeil Transport Limited
Norman's Transfer Limited
Northern Transport Limited
The Overland Express Limited
Reliable Transport Limited

Scobie's Transport Limited
Scott Transport Limited
Simmonds Transport Limited
Smith Transport Limited
Star Transfer Limited
Thibodeau Express Limited
Toronto-Peterborough Transport Co. Ltd.
Wallace Transport Limited
Wilke Mover & Cartage.

ADDENDUM (PAUL SIREN)

As a matter of clarity, I would like to point out that in addition to my joining with the Chairman on matters reported in his Report up to and including the "Strikes and Lockout" section, I concur in the Report with respect to the "Recognition of Locals at Kingston and London" section.

1. Vacations

The Board was informed that the current agreement between the Car Carriers group represented by the Motor Transport Industrial Relations Bureau and the same Union involved in this dispute provides for 3 weeks vacation with pay after 12 years of service. There is a growing trend to provide long-service employees with 4 weeks of vacations in industry generally.

I recommend that the parties incorporate in the terms of the contract a provision for 3 weeks vacation with pay after 12 years employment and four weeks vacation with pay after 20 years employment, in addition to the existing provisions covering employees with less than 12 years employment.

2. Hours of Work

The present 48-hour work week in this, a major industry in Canada, is an unfair burden upon the employees in the industry. Almost every major industry, if not all major industries, are on a 40-hour work week.

Recognizing that the impact on the industry would be quite severe initially if the work week were reduced from 48 to 40 hours at once, I am prepared to recommend a gradual reduction of the work week. Nevertheless, irrespective of the cost that may ensue from payment of additional overtime (unless the work can be performed without such payment) it would be unfair to continue to retain the 48-hour work week.

I therefore recommend that the work week be reduced by one (1) hour to 47 hours beginning June 1, 1962. I also recommend that effective October 1, 1962, the work week be reduced by one (1) hour to 46 hours and effective October 1, 1963, the work week be reduced to 45 hours per week. This would still leave the employees of this industry considerably behind workers in Canadian industry generally. This recommendation would not involve maintenance of take-home pay.

3. Piggyback

The recommendation of the Chairman is a step forward in securing the job rights of employees, but with respect to his view, I consider that job security is paramount in considering this matter. The Union is entitled, in my view, to protect the jobs of its membership as its trade union function and as a duty to the economy of the nation.

While recognizing the continued use of piggyback operations, I recommend contractual provisions that would protect the jobs of all bargaining unit employees. In other words, introduction of piggyback operations should not deprive members of the bargaining unit of jobs, and such piggyback operations would be an expansion of the work performed by bargaining unit personnel.

4. Brokers or Owner-Operators

I join with the Chairman in emphasizing the urgent need for a legislative regulatory body that would establish minimum standards for the industry. I concur with the views expressed by the Chairman that lack of such standards (i.e., minimum wage standards) have largely contributed to the tensions in employer-employee relations. The struggle to maintain wage standards at any decent level is a source of great stress in relations in the industry.

I recommend that the parties to the agreement provide a contractual provision which would assure protection, to all employees in the bargaining unit, of jobs normally accruing to the bargaining unit. Such a provision would give bargaining unit employees preference to jobs in the industry.

In the event of owner-operators being employed by the industry, it is my recommendation that the agreement spell out that such owner-operators come within the jurisdiction of the collective agreement in all respects, including wages, hours, other economic benefits and including the payment of union dues. As a further protection to ensure that proper wages are being paid, I recommend that wages be paid by separate cheque, and any expenses or other monies paid by the employer to the owner-operator, be in the form of a cheque apart from wage payment.

With respect to the matter of jurisdiction raised in connection with this matter, it is my view that the parties are free to agree to such a provision in the contract, and in view of this matter being before this

Board as a matter in dispute, it is proper for the Board to so recommend.

5. Term

I recommend the agreement to take effect on October 1, 1961, the date subsequent to the expiry date of the present agreement. I further recommend the agreement be entered into for a 3-year period from October 1, 1961, expiring September 30, 1964. I see no reason why the employees should not be entitled to benefits beginning with the date following the expiry date of the current agreement.

6. Welfare

I concur with the recommendation of the Chairman appearing on page 17 of the [original] report, item No. 2 [under "Health and Welfare, Pensions . . . Contract"], to the effect that beginning with June 1, 1962, the employer shall contribute the sum of $12.00 per month for each employee to the Ontario Teamsters Welfare Fund, Health and Welfare Account. (I am aware that the Chairman does not include the above payment in his second proposal on wages. My recommendation includes payment of the $12.00 per month for each employee in addition to my recommendation on wages.)

7. Pensions

I concur with the recommendation of the Chairman as they appear as items Nos. 1, 2 and 3 on page 18 of the [original] Report under the heading "Pensions."

8. Wages

It is my considered opinion that the hourly rate should be no less than $2.00 per hour during the course of the new agreement. Recognizing that my recommendations in some matters referred to this Board are in excess of the recommendations of the Chairman of the Board, I do wish to concur with the end rate suggested by the first wage proposal advanced by the Chairman—namely, a general wage increase of 22 cents per hour during the life of the agreement.

I do not agree that the dock operators and checkers receive less than the drivers, and my recommendation for the skilled mechanics is in excess of the recommendation of the Chairman. My recommendation also differentiates, in the application of effective dates, from the Report of the Chairman.

My specific wage recommendation is the following:

GENERAL WAGE INCREASE

Effective Date	*(Except skilled mechanics) Cents per Hour*	*Skilled Mechanics Cents per Hour*
October 1, 1961	8	10
October 1, 1962	7	10
October 1, 1963	7	9
Total	22	29

It is my understanding that the above recommendation concerning skilled mechanics would bring the mechanics to the same rate of pay now paid to mechanics under the Car Carriers contract between the Bureau and the Union.

It is not necessary for me to comment on the matter of settlement pay in view of my recommendation for full retroactivity.

9. Mileage Rate

I concur with the formula recommended by the Chairman on page 19 of the [original] Report (mileage rates to be increased by 1/10 of 1 per cent per mile for each 4-cent increase in the wage rate), except that I would apply this adjustment on the October 1 dates referred to above for the application of the wage increase.

All of which is respectfully submitted.

(*Sgd.*) PAUL SIREN,
Member.

ADDENDUM (M. O'BRIEN)

I appreciate having the opportunity of discussing the Report in the above-mentioned matter with the Chairman and my colleague on the Board.

I regret that I am unable to agree with their reports.

However, I am in agreement with the Chairman's Report in all matters except the following:

1. On "2(b)(viii)" starting at the top of page 7 of the [original] report [under "2. Highway Operations—(b) Regular-Run Drivers"]. It is my information that this item was not agreed on by the full committee and needs further clarification. I would, therefore, recommend that the parties clarify this section rather than accept it as presently drafted.

2. The issue as to brokers. I concur in the recommendation of the Chariman but am not in accord with page 16 starting at line 53 [of the original report] and continuing to the first paragraph beginning on p. 17 [under "Issue as to Brokers"].

Health and Welfare, Pensions and Wages, and Term of Contract

While I am not in agreement with the Chairman as to the overall cost of the settlement, I am in agreement that employees should match any contribution of the employer and I also support the idea that in these circumstances, welfare funds such as for pensions and insurance should be handled by an insurance company or a trust company.

Increased Costs

There was no justification for any increase shown in the Union presentation to the Board of Conciliation; on the other hand, the presentation of the Bureau to the Board clearly set out:

a. The difficult financial position in which the carriers find themselves and the fact that the total profits in the industry, as shown in DBS reports, would in their entirety pay only a very small increase.

b. The fact that increases over the past years in this industry have far exceeded any increase in the cost of living.

c. The fact that, on a percentage basis, the increase in wages in this industry has exceeded the average increases in hourly rates in manufacturing since July, 1949.

d. Settlements made by other industries and other unions covering the years 1961-62 and 1963 ranged from 13 to 18 cents for the 3 years.

e. Settlements made by other industries and other unions since August 1, 1961, ranged upward from 2 cents per hour per year, with the great majority in the 3- to 5-cent-per-hour range.

In view of the critical financial position of the industry, it seems to me that any increase at this time is inadvisable since it will undoubtedly work to the disadvantage of employees and employers alike.

However, the employers have offered an increase in an attempt to settle the matters in dispute, and in view of all of the circumstances and based on the evidence before the Board, it is my opinion that their offer is fair and reasonable and meets all the generally accepted criteria; therefore, I am not able to recommend any greater increase than proposed by the employers.

All of which is respectfully submitted.

(*Sgd.*) M. O'BRIEN,
Member.

Dated at Toronto, Ont., the 14th day of May, 1962.

Report of Board in Dispute between

Canadian Pacific Railway Company

and

Brotherhood of Locomotive Firemen and Enginemen

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions, including the Quebec Central Railway Company and Dominion Atlantic Railway Company) and the Brotherhood of Locomotive Firemen and Enginemen.

The Board was under the chairmanship of His Honour Judge René Lippé of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., of Toronto, and Douglas M. Fisher of Port Arthur, nominees of the company and union, respectively.

The Report is reproduced here.

This is the decision of the Board constituted by the Minister of Labour on August 3, 1961.

The Board comprised R. V. Hicks, Q.C., representing the Company, Douglas M. Fisher, M.P., representing the Union, and was presided over by [His Honour] René Lippé, District Judge of the Magistrate's Court of the Province of Quebec.

The sittings were held at the Court House and at the CPR's main office, in Montreal.

The members of the Board are pleased to inform the Minister that, during conciliation, the parties have settled their differences and that they have signed a collective agreement, copy of which is attached to the present decision.

The whole respectfully submitted; Montreal, May 17, 1962.

(*Sgd.*) RENÉ LIPPÉ,
Chairman

(*Sgd.*) R. V. HICKS,
Member

(*Sgd.*) DOUGLAS M. FISHER,
Member

Report of Board in Dispute between

Rio Algom Mines Limited (Nordic and Milliken Divisions)
and
United Steelworkers of America

This is the report of the Board of Conciliation which was appointed by you on or about the 13th day of March, A.D. 1962.

The Board met with the parties in Toronto on six different occasions, namely, May 4, 5, 12, 13, 15 and 16, 1962.

We are happy to advise that a complete settlement was reached by the parties. The particulars of the settlement are set out in the form of a Memorandum of Agreement, copies of which are attached hereto, and duplicate originals have been given to each of the parties.

At these meetings the Company was represented by:

Alex Harris, Director of Industrial Relations
G. M. Godfrey, Mine Manager, Nordic Mine
E. W. Cheeseman, General Mine Superintendent, Nordic Mine
D. A. Macfarlane, Assistant Treasurer
D. A. Ramsay, Personnel Officer, Nordic Mine
W. V. Piche, Personnel Officer, Milliken Mine.

And the Union was represented by:

O. Mancini, Area Supervisor
G. Gilchrist, Representative
H. Waisglass, Research Dept. Representative
G. Milling, Research Dept. Representative
R. Brunelle, President, Local 5615
N. Bilusak, Vice-President, Local 5615
G. Huston, Recording Secretary, Local 5615
K. Eikerman, Treasurer, Local 5615
L. Barnes, President, Local 5417
G. Levesque, Vice-President, Local 5417
J. Whitehead, Recording Secretary, Local 5417
P. Boychuk, Financial Secretary, Local 5417
J. Benoit, Treasurer, Local 5417

The Chairman would like to express his thanks and gratitude to the members of the Board who worked most diligently in assisting the parties to reach agreement.

All of which is respectfully submitted.

(*Sgd.*) H. C. ARRELL,
Chairman

(*Sgd.*) GEORGE S. P. FERGUSON,
Member

(*Sgd.*) D. B. ARCHER,
Member

Dated at Hamilton, the 19th day of May, 1962.

MEMORANDUM OF AGREEMENT

Memorandum of Agreement signed the 16th day of May, 1962, between Rio Algom Mines Limited and the United Steelworkers of America:

The negotiating committee for Rio Algom Mines Limited, Nordic and Milliken Divisions, and the negotiating committee for the United Steelworkers of America, Locals 5417 and 5615 of Nordic and Milliken Divisions, hereby agree to recommend to their principals the following terms of a collective agreement.

1. The term of the agreement to begin May 16, 1962 and to expire on May 16, 1965.

2. Wages—Wages and Savings Plan—Effective on the 16th day of May, 1962, the Company will increase all hourly wage rates in effect on the 15th day of May, 1962 by 3 cents per hour.

Effective on the 16th day of May, 1962, the Company will contribute at the rate of 5 cents per straight-time hour worked (including time not worked on paid holidays and during the vacation period) per employee for the purpose of a retirement savings plan under the conditions set out in the retirement savings plan agreement which is an appendix to and forms part of this agreement.

Effective on the 16th day of May, 1963, the Company will increase all hourly wage rates in effect on the 15th day of May, 1963 by 4 cents per hour. Effective on the 16th day of May, 1964 the Company will increase all hourly wage rates in effect on the 15th day of May, 1964, 5 cents per hour.

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and the United Steelworkers of America.

The Board was under the chairmanship of His Honour Judge Hugh C. Arrell of Hamilton, Ontario. He was appointed by the Minister on the joint recommendation of the other two members, George S. P. Ferguson, Q.C., and David Archer, both of Toronto, nominees of the company and union, respectively.

The Report is unanimous and incorporates a Memorandum of Agreement signed by both parties in settlement of the dispute.

The Report is reproduced here.

3. The Company undertakes to pay to each employee on the payroll as of January 1, 1962, and still on the payroll as of May 16, 1962, the sum of $15.00.

4. The Union withdraws its request for continuity bonus.

5. The Company will provide the Union with a letter concerning Union recognition at a third uranium mine which may be opened in the Elliot Lake area and also as to the application of Company seniority in this respect.

6. (a) All employees presently receiving the first-class trades rate shall continue to receive the first-class trades rate. (b) The Company will review the qualifications of the present second-class tradesmen with a view of upgrading them to first-class if they are qualified. (c) Employees presently receiving second-class trades rate will continue to receive second-class rate plus any general wage increases as provided in this memorandum of agreement.

7. The attached articles, with the exception of Article 22.02 and 26.01, shall form part of the memorandum and constitute the agreement between the parties. These two articles will be discussed and will be included in the agreement.

Signed on behalf of the Company
ALEX HARRIS

Signed on behalf of the Union
O. MANCINI
JOHN A. WHITEHEAD
ROGER BRUNELLE
G. H. GILCHRIST

Signed on behalf of the Board
H. C. ARRELL

Dated at Toronto, the 16th day of May, 1962.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Seven Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decision in seven cases heard on various dates between November 14, 1961 and February 16, 1962.

One of the disputes was over a claim for a portion of the monthly guarantee by an employee who before assuming an assignment was "bumped" by another higher in seniority, one case resulted from the claim by a yard foreman and a yard helper for pay for the time they were held out of service while criminal charges against them were being settled by the courts; and another was about the number of employees who should man a trackmobile.

Four cases concerned claims for extra pay. Two different cases involved claims by an engineer and a fireman for work that they were required to perform en route; another a claim by an engineer and a fireman for payment for "lap-back"; and the fourth, a claim by an engine crew when they were required to use an alternate route.

The contention of the employees was sustained in two cases and was not sustained in four. In the seventh case the decision was a compromise.

Three of the cases were decided by a referee, whose award constituted the decision of the Board.

Summaries of the seven cases, Nos. 781 to 787, are given below.

Case No. 781—*Dispute between Canadian Pacific Railway (S.D. & P.C. Dept.) and the Brotherhood of Railroad Trainmen, ex parte, over the claim of a buffet car steward for 15/30ths of monthly guarantee, when bumped by senior employee before assuming an assignment he had bid for.*

Two buffet car stewards bid for and were awarded an assignment, one on a regular and one on a relief crew. The senior of the two men took the "A", or first half of the month, leaving the relief, or second portion for the other. The junior man was due to begin his assignment on November 16, but on that date, before he had begun to work the assignment, he was "bumped" by a senior man. He claimed half of the monthly guarantee for the period November 1 to 15 while he was waiting to begin his assignment.

The union contended that since the steward was held and was available as a relief during the period in question, he was entitled to a proportion of the monthly guarantee for that period.

The company contended that in bidding, the steward had accepted the conditions of the assignment, which included the possibility that he might be displaced by a senior man. It also argued that the assignment was made under conditions in which the union had acquiesced for many years without protest. The steward was not entitled to a proportion of the monthly guarantee for an assignment on which he had done no work.

It was not an act of the employer that had resulted in the steward's losing time, but was due to the act of another employee in exercising his seniority rights, the company continued. It was an accepted principle that the operation of seniority rules should not result in extra expense to the company.

The company further stated that it had twice asked the union to say on what rule it was basing its claim, but without getting any reply. It must therefore be concluded, the company contended, that there was nothing in the present collective agreement to support the claim.

Because there was no rule in the agreement to support the claim, the Board did not sustain the employees' contention.

Case No. 782—*Dispute between Chesapeake and Ohio Railway (Pere Marquette Division) and Brotherhood of Locomotive Engineers* (ex parte) *over a claim for 100 miles at through freight rate by an engineer and a fireman required to perform work at a station en route.*

The engine crew of a Chesapeake and Ohio freight train running between St. Thomas, Ont., and Buffalo, N.Y., over New York Central rails was asked by the NYC dispatcher at Welland to set out a NYC engine disabled by a hot box. This task required 1 hour and 45 minutes.

In accordance with the rule in the agreement covering extra service, the crew was paid continuous time for the trip St. Thomas to Buffalo plus two hours, the agreed upon minimum, for time consumed assisting the NYC train. The engineer and fireman then claimed 100 miles at through freight rate, citing another rule in the agreement dealing with switching.

The contention of the employees was not sustained.

Case No. 783—*Dispute between Chesapeake and Ohio Railway and Brotherhood of Locomotive Engineers over a claim by an engineer and a fireman for payment for "lap-back".*

An engineer and a fireman were assigned to turnaround local service with two round trips a day between Chatham and Wallaceburg, Ont., a total distance of 91.6 miles. After having made a single trip from Chatham to Wallaceburg, they were required to return on the same line only as far as Dresden, go back to Wallaceburg, and then return to Chatham. They claimed "lap-back" time for the round trip from Wallaceburg to Dresden.

The union, in its contention, cited the rule in the agreement dealing with "destination" in support of the claim that the journey from Wallaceburg to Dresden was a lap-back trip for which the men were entitled to extra pay.

The company, in its contention, said that the men on the occasion in question had made two turnaround trips within their assigned territory on an assignment that called for two such trips within the territory. The men had been paid on a continuous time basis. The only possible ground for complaint, the company said, seemed to be that one of the turnaround trips did not cover the whole of the advertised territory.

The company stated that the rule quoted by the union was a compromise that had been agreed upon by it and the union regarding *additional* mileage or *additional* turnaround trips made in connection with the turn or straightaway trip called for, or in addition to the straightaway or turn assignment being worked.

It contended further that the crew in making the second turn trip was not making what was commonly known as a lap-back move, but was rather following the trip called for in the assignment. The term "lap-back" itself contemplates a trip in addition to that bargained for in taking a regular assignment, the company explained.

The fact that only part of the mileage contemplated in the assignment was made did not serve to bring the lap-back rule into play, it contended.

The contention of the employees was not sustained.

Case No. 784—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over a claim by a yard foreman and a yard helper for time held out of service while criminal charges against them were being disposed of.*

On August 24, CNR constable arrested a yard foreman and a yard helper whom he had seen removing lumber from a flat car. The next day they were convicted and given a six-month suspended sentence.

Both men were given notice in writing by the company to report for investigation of the charges on August 29. The investigation was postponed until September 7 to suit the convenience of the men. At the investigation they admitted that they had been found guilty of the charges, and in consequence they were discharged by the company.

The men's lawyer appealed the magistrate's decision and on January 4 the appeal court quashed the conviction. The company was told of this on January 5. On January 6 the union moved to have the

men reinstated, and one was reinstated, on January 9 and the other on January 10. On January 17, the two men formally claimed pay for eight hours a day at yard rates for the time they had been off duty.

The union stated in its contention that when the two men had been arrested they were taking the lumber off the car because part of the load had shifted and was projecting over the end and side of the car in a way that was dangerous and would have made it impossible to couple the car to other cars. The crew members were loading the lumber on the running board of the engine to take it to the yard office, where they intended to report the matter to the yardmaster.

The union contended that the men had been unjustly held out of service, and were entitled to pay for the time lost.

Quoting the article in the agreement on discipline, the company stated that it had strictly complied with all the prescribed conditions in investigating the case and dismissing the men. The fact that the men did not notify the company, within the 30-day period specified in that article, of their intention to appeal the dismissal "clearly establishes that there is no basis for their claim", the company said.

"Under the particular circumstances of the dispute", the Board sustained the contention of the employees.

Case No. 785—*Dispute between Chesapeake and Ohio Railway (Pere Marquette District) and Brotherhood of Locomotive Engineers,* ex parte, *over the claim of an engine crew for a separate day when required to use alternative route between Detroit and Windsor.*

The Chesapeake and Ohio Railway and the Brotherhood of Locomotive Engineers agreed that, beginning December 1, 1955, Detroit terminal yard crews would handle in both directions between Rougemere (Detroit) yard and the C & O tracks in Windsor, the transfer of cars not handled by Canadian division road crews or by car ferry. The C & O tracks were adjacent to the Canadian Pacific yards in Windsor.

During negotiation of this agreement, it was made clear that there were two alternative routes between the two points: via the Essex terminal, and via Pelton, Ont., to Walkerville Junction to the CPR yard.

From December 1, 1955 to September 8, 1958, the first route had been used. The union therefore argued that this route via the Essex Terminal had been settled upon and had become "the established negotiated practice".

Then, for a period in 1958, crews were required to use the second route, via Pelton, which caused them to travel 7 miles farther. Contending that this was in violation of a clause in the agreement that provided for payment of a separate day to engine crews required to perform extra road service beyond the recognized assignment, an engineer and a fireman submitted a claim for 100 miles at yard rate of pay on September 8 and all subsequent dates on which they were required to deliver cars to Pelton.

The company contended there was no support under the rules for the penalty payment claimed.

The Board of Adjustment submitted the dispute to a referee, and the referee's award became the decision of the Board.

The referee disagreed with the union's contention that the use of the first route had become an "established negotiated practice."

In his award he went on to say, "In my opinion, both alternatives have to be considered as being part of the said section [of the agreement], which merely states that the Detroit Terminal yard crews will handle the cars referred to therein between two points, that is, Rougemere and the Chesapeake and Ohio tracks in Windsor."

Holding that either of the routes could be used, he argued that "the issue is accordingly restricted to the following question: 'Was the company entitled under the second alternate route to require the . . . yard crew to deliver Windsor local cars via New York Central from Rougemere, Detroit, to Pelton, Ontario?'

"If I answer this question in the negative, it will mean that, under no circumstances whatsoever, a yard crew which is ordered to operate via this second alternate route can be called upon to stop short of the said route. Yet, this is exactly what the Brotherhood is complaining of in the present dispute."

The referee went on to say that if it was open to the company to use either of the alternate routes, as he believed it was, he failed to see how it could be said "that the company violated the letter or the spirit of the said section when it called the yard crew . . . to use the 'via Pelton' route, but to return upon reaching this point, the whole without returning to Walkerville Junction and thence to Canadian Pacific Yard."

For these reasons the referee dismissed the grievance.

Case No. 786—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen over the consist of crew on trackmobile used in switching in Point St. Charles shop yard, Montreal.*

The claim of the Brotherhood that the operation of a trackmobile, manned by shop craft employees, for moving cars in the defined shop track area at the Point St. Charles shop yard was in violation of an article in the agreement was upheld by the Board in its ruling in Case No. 718 (L.G., 1960, p. 172). But although the Board decided that the trackmobile should be operated by yardmen, it stated that the number of such men to be assigned per shift, was a matter for negotiation between the parties.

Subsequent attempts to negotiate a settlement of the dispute failing, the matter was again referred to the Board for final settlement, and on the request of the Board the Minister of Labour appointed a referee to decide the case.

The referee disagreed with the company's contention that since the case was being reheard in its entirety, he was empowered to alter the former decision of the Board and he accordingly decided that the only point to be dealt with was that of the number of yardmen per shift.

The employees, in their contention, quoted an article of the agreement which stated that "a yard crew shall consist of not less than one foreman and two helpers," except where the present practice is to have a foreman and one helper, in which cases the present practice will be continued until changed by agreement between the parties.

The union stated that the nature of the work and considerations of safety and efficiency precluded the use of a one-man crew, and it asked that not less than two men should be assigned.

The company recounted the efforts that had been made to negotiate the matter of the size of the crew. It stated that on May 16, 1960, it had sent the union representative a copy of an agreement, reached between it and the Trainmen's union in Winnipeg, to operate a trackmobile at the Transcona yards by a yard foreman without a helper.

After the failure of further attempts to negotiate the matter, the company stated that it had informed the union of its intention to have a yard foreman replace the carmen helpers operating the trackmobile in the Point St. Charles shops.

The referee, in his award, pointed out that the trackmobile in these shops was always operated between locked switches, and that the operators were instructed not to move more than five cars at a time, although the capacity of the machine was stated to be 12 cars at a time. He reviewed evidence as to the number and type of operators used on similar machines in six industrial railway yards, although he partly agreed with the union that no fair comparison could be drawn between industrial yards and railroad yards.

Referring to the union's contention that a trackmobile was analagous to a locomotive and required the same crew, he noted the company's contention that the article in the agreement quoted by the union could not be held to apply to a trackmobile. He agreed that the evidence was conclusive that no effective comparison could be made between a locomotive and a trackmobile.

He also noted that the union had requested an arbitration board to establish a "uniform crew consist rule for self-propelled machines."

The referee decided that: "One yard foreman assisted by one yardman shall be the crew consist in respect of the operating of a trackmobile at Point St. Charles between locked switches." He stipulated, however, that his decision should not preclude the parties from making additional representations to the arbitration board dealing with the proposed amendment to the existing agreement.

Case No. 787—*Dispute between Chesapeake and Ohio Railway (Pere Marquette District) and Brotherhood of Locomotive Engineers,* ex parte, *over the claim by an engineer and a fireman for 100 miles at yard rate of pay when required to perform switching en route.*

A Chesapeake and Ohio engineer and a fireman, while en route from Sarnia to St. Thomas, were required to deliver the Canadian Pacific cars in the train to the CPR at Chatham, work that was usually performed by the switch engine at Chatham. The union contended that the operation at Chatham constituted switching.

It quoted a rule in the agreement which stated that an engineer in road service who was required to do switching at a point where yard crews were employed would be paid eight hours at yard rates in addition to his road trip.

The union also stated that on six days of the week the delivery of cars to the CPR was done by yard employees, but that on the seventh day the road crew was required to do this work.

The union claimed payment for 100 miles for the crew.

The payment by the company of an identical claim made at an earlier date was cited by the union as evidence of the validity of the claim.

The company contended that the engine crew had not done switching within the meaning of the rule quoted by the union,

(*Continued on page 882*)

LABOUR LAW

Legal Decisions Affecting Labour

British Columbia Court of Appeal confirms quashing of arbitration board award and of certification order, and quashes order replacing bargaining agent. B.C. Supreme Court declines jurisdiction over Canada Labour Relations Board; and in another decision awards damages for member's wrongful expulsion from a union

In British Columbia, the Court of Appeal confirmed the quashing of an arbitration board award under a collective agreement, on the ground that the Board made an error in law on the face of the award when deciding a question of law not specifically submitted to the arbitrators.

In another decision, the Court of Appeal confirmed the quashing of a certification order on the ground that the employer was denied the right to present evidence and make representations when, after having reported to the Board the withdrawals from the union membership of some employees after the application for certification had been filed, he was not given an opportunity to present evidence and make representations that might have resulted in the Board's ordering a representation vote.

In another decision, the Court of Appeal quashed the Labour Relations Board's order substituting a bargaining agent by an order issued under the general powers of the Board to vary or revoke its orders, and ruled that, as the replacing agent was a new union, the Board had to proceed under the mandatory provisions of the Labour Relations Act dealing with certification of a union as a bargaining agent.

The British Columbia Supreme Court declined jurisdiction to hear a *certiorari* application to quash certification decisions of the Canada Labour Relations Board on the ground that the Board, being located in the Province of Ontario, was outside the territorial jurisdiction of the British Columbia Court and was not amenable to the orders of the British Columbia Court.

In another decision, the British Columbia Supreme Court declared not valid an expulsion from the union of an employee on the ground that the majority report of the trial committee was signed by a person who replaced another member of the committee when the hearings were in progress, also because the expelled member was barred from the union meetings at which the trial committee's report was accepted and later ratified.

British Columbia Court of Appeal...

... upholds order that set aside an award of an arbitration board under a collective agreement

On December 11, 1961, the British Columbia Court of Appeal upheld the order of Mr. Justice Sullivan of the British Columbia Supreme Court, who set aside an award of an arbitration board (L.G., Feb., p. 221).

S. & K. Limited discharged one of its employees. Then a dispute arose between Local 1-423 of the International Woodworkers of America and the company as to whether the discharge had been "for proper cause" within Article 2, Section 2 of the collective agreement between the employer and the trade union. The reference that was submitted to arbitration read, "Was Jack Spencer, an employee of S. & K. Limited, discharged on August 17, 1960, for proper cause?"

The arbitration board held, by majority decision, that the employee in question was not properly discharged and directed that he be reinstated and compensated for loss of pay. The company moved to quash the award, and Mr. Justice Sullivan of the B.C. Supreme Court set aside the award. From the latter decision, the union appealed.

The judgment of the Court of Appeal was delivered by Mr. Justice Sheppard. The arbitration award contained the following passage:

> The collective agreement between the parties qualifies the company's right to discharge employees. There is the requirement of "just cause" and an Arbitration Board is empowered to dispose of a discharge grievance by any arrangement which is just and fair in the Board's opinion.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Mr. Justice Sheppard noted that Article 2, Section 2 of the collective agreement gave the employer the right to discharge employees "for proper cause." "Proper cause," in his opinion, involved two questions: (1) a question of law, namely, what is the definition of "proper cause"; and (2) a question of fact, namely, whether the evidence establishes those facts necessary to bring the case within the definition of "proper cause."

In the case under review, the arbitration board had defined "proper cause" as that "which is just and fair in the Board's opinion." In Mr. Justice Sheppard's opinion, this was incorrect. What is "proper cause" is that so declared by the law, and not necessarily that "which is just and fair in the Board's opinion." Consequently, there was an error in law on the face of the award.

As the question of what is "proper cause" had not been specifically submitted to the arbitrators, the principle applicable to the situation at bar was stated in *A. G. Man. v. Kelly, Kelly v. A. G. Man.* (1922), 1 A.C. 26, where Lord Parmoor said:

> Where a question of law has not specifically been referred to an umpire, but is material in the decision of matters which have been referred to him, and he makes a mistake, apparent on the face of the award, an award can be set aside on the ground that it contains an error of law apparent on the face of the award.

Mr. Justice Sheppard referred also to *Re International Nickel Co. of Canada and International Union of Mine, Mill and Smelter Workers, Local 637* (L.G. 1960, p. 75), where Mr. Justice Laidlaw said:

> It appears to me that what the board did was to decide whether or not this employee should be dismissed in the circumstances; it did not decide whether or not there was just cause for his dismissal. The matters considered and determined by the board were beyond its jurisdiction. It was not the function of the board to determine whether or not the company acted reasonably or in proper exercise of its discretion in discharging the employee or to determine that the company should not have discharged him. The board not only exceeded its powers but it omitted to clearly determine the real issue before it. The award cannot be regarded as a proper determination of the issues as clearly defined by the parties and in evidence.

According to Mr. Justice Sheppard, these quotations properly defined the error of the arbitrators in the award under review and therefore, the award was properly quashed on the ground of error in law appearing on the face of the award.

The Court of Appeal dismissed the appeal and upheld the quashing of the award by the trial judge. *International Woodworkers of America, Local 1-423 v. S. & K. Ltd.*, (1962), 31 D.L.R. (2d), Part 6, p. 463.

British Columbia Court of Appeal...

... upholds judgment quashing certification order because employer kept from making representation

On January 23, 1962, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Wilson of the B.C. Supreme Court quashing a certification order on the ground that the employer was not given an opportunity of making written or oral representations, contrary to Section 62(8) of the British Columbia Labour Relations Act.

The Bakery and Confectionery Workers' International Union of America, Local No. 468, had applied, pursuant to Section 10 of the Labour Relations Act, to be certified as a bargaining agent for a unit of employees of Rotary Pie Service of Vancouver.

Upon receipt of the application, the Board sent a notice on June 12, 1961 advising the employer of the application received and stating that "written submissions concerning this application will be considered by the Labour Relations Board if received in the office of the undersigned within ten (10) days of the date of this notice."

Following receipt of this notice, the company's solicitors, on June 19, 1961, wrote to the Board, *inter alia:*

> We are advised that of a total of nine employees, seven employees made application to join the Bakery and Confectionery Workers' Union, but that four of the seven employees have subsequently resigned from the union. We are informed that the four employees who have now left the union are . . .
>
> In view of the above may we respectfully request that a hearing be held with respect of this application.

In its reply of June 20, 1961, the Board wrote: "This will acknowledge receipt of your letter of June 19th. . . This will be placed before the Labour Relations Board."

Without further communicating with the employer, the Board issued a certificate on June 27, 1961, determining that the company's employees, except those excluded by the Act, office staff and salesmen, were a unit appropriate for collective bargaining, and that the Bakery and Confectionery Workers' International Union of America, Local 468, had complied with the requirements of the Act, and certifying that union for the purposes of collective bargaining as the trade union for all such employees.

The employer challenged the Board's decision and Mr. Justice Wilson of the B.C. Supreme Court quashed the certification on the ground that the Board had failed to give the employer an opportunity to present oral or written representations, contrary to Section 62(8) of the Labour Relations Act.

The judge construed the company's reply of June 19, not as a representation, but as a request for a hearing at which it might present its evidence and make its representation and, accordingly, he held that granting the certificate without further notice to the company withheld from it the statutory right to an opportunity to present evidence and make representations.

Mr. Justice Wilson's decision was appealed by the Board.

The Board based its appeal on the ground that the company's right was limited to presenting evidence and making representations as to the facts set out in the solicitors' letter of June 19, 1961, and the effect thereof on the union's right to certification, and that, under Section 12 of the Labour Relations Act, it was the situation as it existed at the date of the application which alone must have been considered by the Board, and resignations after that date were immaterial. Therefore, the company was not deprived of an opportunity to present evidence or make representations which could have had any relevancy to what the Board had to determine.

The material parts of Section 12 of the Act, which are relevant to the case under review, are as follows:

Section 12(3). If the Board is in doubt
(a) as to whether a majority of the employees in the unit were, at the date of the application, members in good standing of the trade union making the application, the Board shall direct that a representation vote be taken;
(b) as to whether a majority of the employees in the unit wish to be represented by the trade union making the application, the Board may direct that a representation vote be taken.

(4) If, on the taking of a representation vote under Subsection (3), a majority of the ballots of all those eligible to vote are cast in favour of the trade union, or if the Board is satisfied that a majority of the employees in the unit were, at the date of the application, members in good standing of a trade union, the Board shall certify the trade union for the employees in the unit.

(5) If
(a) the Board is satisfied that less than a majority of the employees in the unit were, at the date of application, members in good standing of the trade union; or
(b) on the taking of a representation vote under Subsection (3), less than a majority of the ballots of all those eligible to vote are cast in favour of the trade union; or
(c) the Board is satisfied that the trade union has falsely represented membership in good standing.

the Board shall not certify the trade union for the unit.

Mr. Justice Davey, in his reasons for judgment, noted that the clauses of Section 12 were not too clear. The Board is required to certify a union if it is satisfied that the majority of the employees were members of the union at the date of application for certification; it is required to reject certification if it is satisfied that less than a majority were members of the union at that date.

Under Clause 3, the Board is authorized to direct a representation vote to be taken if it is in doubt as to whether a majority of the employees were members of the union at the date of application for certification, or if it is in doubt as to whether a majority of the employees want to be represented by the union.

A representation vote under Clause 3(b) does not specifically relate the employees' wishes to the date of application, and a vote can only speak as of the date it is taken.

If the vote shows a majority of those voting to be in favour of the union, the Board must certify it; if a majority votes against the union, the Board must reject the application. It is possible, Mr. Justice Davey added, that, for various reasons, a majority of the employees voting may favour the union, even though a majority of them were not members of the union at the date of application, and *vice versa.*

Thus, on any application where the Board directs a representation vote, the result of the vote would require the Board to certify or refuse certification when, if there had been no representation vote, it would have been required to do the opposite. Mr. Justice Davey assumed that, having directed a representation vote, the Board would act on the result of it. He thought that the alleged withdrawal of four employees from membership in the union after the date of application was relevant to the situation under review.

An examination of the written evidence and an argument at the hearing before the Board as to withdrawal of some employees from the union might have created sufficient doubt whether the majority of the employees wanted the union to represent them and might have induced the Board to order a representation vote. Such a vote might have been against the union and led to rejection of its application.

Mr. Justice Tysoe, in his reasons for judgment, pointed out that, pursuant to Sections 10 and 12 of the Act, when an

application for certification is made, the Board should determine three things, namely: (1) whether the unit is appropriate for collective bargaining; (2) whether a majority of the employees in the unit were, at the date of the application, members in good standing of the trade union making the application; and (3) whether a majority of the employees in the unit wish to be represented by the trade union making the application. Evidence or representations going to any of these three matters would be relevant and should be received by the Board.

Further, in Mr. Justice Tysoe's opinion, a certification should not be granted unless the Board is satified that a majority of the employees in the unit are: (1) members in good standing of the trade union making the application, and (2) wish to be represented by the applicant.

The legislation set out the point of time, namely the date of application, to determine union membership in good standing. The point of time as to determining the wish of the employees in the unit to be represented by the applicant union has not been specifically set out, but clearly it is not intended it should be as "at the date of the application." When an employee casts his ballot in a representation vote, he is expressing his wish at that time and not as it was at some earlier time. By Regulation 14(4), the employees eligible to vote are to be the employees in the unit at the date of application for certification, except where otherwise determined by the Board.

In order to secure industrial peace, the union representing a unit must have the confidence of a majority of those employees. This requires, in Mr. Justice Tysoe's opinion, that consideration be given to any material change in the relationship of the employees and the union, or in the wishes of a majority of the employees which may take place between the date of the application and the time of the adjudication. It would be contrary to the policy of the Act for the Board to ignore such events, although they may occur after the date of the application.

Mr. Justice Tysoe concluded that the date of the application does not govern as to the wishes of a majority of the employees regarding representation by the union which makes the application for certification. Resignations from the union may or may not mean that those who have resigned do not wish the union to represent them, but they are of sufficient significance to raise a serious doubt about the matter. Such a doubt ought to be resolved.

Consequently, in his opinion, evidence and representations as to the facts set out in the letter of the company's solicitors to the Board of June 19, 1961, referring to the resignation from the union, were relevant and material to the question of whether a majority of the employees in the unit wished to be represented by the applicant union, which was one of the questions the Board was required to determine.

The Court unanimously dismissed the appeal and upheld the lower court's judgment quashing the certification order. *Re Labour Relations Board; Re Bakery and Confectionery Workers' International Union of America, Local 468,* (1962), 37 W.W.R., Part 8, p. 374.

British Columbia Court of Appeal...

... quashes Labour Relations Board's substitution of bargaining agent by varying certification order

On February 7, 1962, the British Columbia Court of Appeal, by a majority decision, quashed an order of the British Columbia Labour Relations Board which had substituted a new union as a bargaining agent by varying the certification order instead of proceeding as for the certification of a new union. The majority of the court held that the sections dealing with certification were special provisions of mandatory character and, as such, the Board could not detract from these provisions by using its general powers.

In July 1952, the Labour Relations Board, acting under the British Columbia Industrial Conciliation and Arbitration Act (since replaced by the Labour Relations Act), certified the Fruit and Vegetable Workers' Union, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, as bargaining agents for the employees of 23 employers in the Okanagan Valley.

Thereafter, a jurisdictional dispute arose between the Fruit and Vegetable Workers' Unions and the Teamsters union, and this was finally settled through the good offices of the Canadian Labour Congress, which agreed to grant a charter to a new union to take over all the jurisdictions, rights, assets and liabilities of the nine Fruit and Vegetable locals and receive such of the members of those locals as would transfer to the new union.

In November 1958, the Canadian Labour Congress, by charter, established a local union known as B.C. Interior Fruit and Vegetable Workers' Union, Local 1572, with which, by 1959, the locals of the Fruit and Vegetable Workers' Union had merged, and to which all of the property, claims and membership of the locals had been transferred.

Local 1572 then applied to the Labour Relations Board to vary the certificate under which the nine locals had been appointed the bargaining representatives for the unit, by changing the name of the unions to Local 1572. Notice of the petition and full information were given to all interested parties, including the Oliver Co-operative Growers Exchange.

This company challenged the petition, contending that the petition involved not a mere change of name of a continuing entity, but the substitution of one entity for another as the bargaining representative for the unit; it submitted that this could only be done under Sections 10 and 12 of the Labour Relations Act by proceedings for the decertification of the appointed entity and certification of the new.

On May 25, 1959, the Board, pursuant to Section 65(2) of the Labour Relations Act, issued a "Variation of Certificate" order by which the certification order of July 1952 was varied by deleting the name Fruit and Vegetable Workers' Unions, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, and inserting in their place the name of B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572.

The company then moved for a writ of *certiorari* to quash the order on the ground that the Board had acted without jurisdiction. Mr. Justice Brown of the British Columbia Supreme Court dismissed the motion in November 1960, on the ground that, under Section 65(2), the Board had jurisdiction to vary a certificate by substituting one union for another without going through the process of decertification and certification under Sections 10 and 12 of the Act (L.G., Jan., p. 76). Mr. Justice Brown's decision was appealed by the company.

In the Court of Appeal, Mr. Justice Sheppard noted that the company contended that the Board's order of May 1959 was the certification of a new union and therefore outside the powers of the Board contained in Section 65(2). Also, he noted that the trial judge had found that "there was more than a mere change of name" of the unions in the situation under review. Initially, certification was granted to nine distinct locals. The Board's order of May 1959 cancelled the certification of these various locals and certified one local—B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572.

Therefore, those various locals did not continue under a new name but, on the contrary, were replaced by a new and distinct local. The assets were not to remain in the original locals continuing under a new name, but were to be transferred to a newly created local. Also, the membership in this new local, No. 1572, depended upon eligibility and admission. Mr. Justice Sheppard concluded that this was not the case of a mere change of name, but of the certification of a new union.

Under these circumstances, in his opinion, the order of May 1959 was outside the powers of the Board under Section 65(2) of the Act. Section 65(2) is a general provision to the effect that the Board "may vary or revoke any such decision or order," while Sections 10 and 12 are special provisions dealing with the certification of a union. Consequently, Sections 10 and 12, being special provisions, were intended as an exception to Section 65(2) and not to be derogated by the general powers of Section 65(2).

Section 10(1), Mr. Justice Sheppard continued, states the circumstances under which a union may be certified, and that is against the implication of the power to make such certification under other circumstances, and therefore against any general power under Section 65(2). Section 12 provides, in mandatory language, that on an application for certification, "the Board shall determine whether the unit is appropriate for collective bargaining" (Sec. 12(1)), shall make certain inquiries (S. 12(2)) and in certain events "shall direct that a representation vote be taken" (S. 12(3)). These provisions, being mandatory, must be observed, and the failure to observe them would nullify any order made in contravention of these provisions.

In Mr. Justice Sheppard's opinion, the variation of the certificate in question had not only cancelled the certification of the various locals previously certified, but also had certified Local 1572, and this was beyond the powers contained in Section 65(2). Referring to *Re Hotel and Restaurant Employees International Union, Local 28* (L.G. 1954, p. 561), Mr. Justice Sheppard noted that, after a union had been certified for the employees of certain hotels, the Board issued an order under Section 65(2) eliminating from the certification the employees of the Alcazar Hotel and the order was held valid by the court.

However, the order in question contained no certification within Section 10 or 12. The court merely eliminated from the unit appropriate for collective bargaining the employees of the Alcazar Hotel, but the certification initially granted continued throughout. Therefore, in Mr. Justice Sheppard's opinion, that case should be distinguished from the situation under review.

The Board and the union also contended that the variation of the certificate in question was a mere change of name within Regulation 9(2), which was enacted by the Labour Relations Board with the approval of the Minister pursuant to Section 63 of the Labour Relations Act. Section 63 permits the Board, with the approval of the Minister, to make regulations "governing its procedure under this Act . . ."

Mr. Justice Sheppard pointed out that Regulation 9A was an enactment of a subordinate legislative body with power to enact rules of procedure (Section 65) but without power to amend any enactment of the legislature. The Board, a subordinate legislative body, cannot override the express provisions of Sections 10 and 12, and Reg. 9A must be subject thereto.

In any event, the regulation provides that "in no instance shall the procedure be used to change the unit to which the certificate relates." The trial judge had already found that, in the situation at bar, "there was more than a mere change of name." The locals originally certified were different from Local 1572. It follows that there was a certification and variation of certificate in the decision of the Board, which went beyond the powers of the Board under Section 65(2). In conclusion, Mr. Justice Sheppard would allow the appeal and would quash the Labour Relations Board's order of May 25, 1959.

Mr. Justice Tysoe, in his reasons for judgment, recalled the wording of Section 65(2), which is as follows:

S. 65(2) The Board may, upon the petition of any employer, employers' organization, trade union, or person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or revoke any such decision or order . . .

In Mr. Justice Tysoe's opinion, the word "vary" in Section 65(2) does not embrace the substitution of another union for that set out in a certificate of bargaining authority, for that would amount to a new and different certification—a replacement of one union by another. In his opinion, so radical a change could be brought about only if the requirements of Sections 10 and 12 were met and complied with and if the Board acted under those sections. A different union (and, in his opinion, Local 1572 was a different union) must apply for certification, not for a variation of an existing certificate.

In his opinion, Section 65(2) could not be used as a short-cut to certification of a union different from that which had been already certified. It would be contrary to the policy of the Act for another union to be certified, under the general power of the Board to vary a certificate as bargaining agent in the place of one already certified. If that could be done, the employees and employers could be deprived of the rights and protection given to them by Sections 10 and 12 of the Act.

Further, Mr. Justice Tysoe found that the evidence showed that there was no mere change of name and that Local 1572 was not the same union as Fruit and Vegetable Workers' Unions locals. It was argued, however, that this question was one for the Board to decide, that it was one of the issues of fact which the Board was given jurisdiction to determine, and that, even if the Board decided wrongly, the court could not interfere.

This contention raised the question whether the Board's order varying the certificate was based upon an erroneous finding as to a collateral or preliminary fact essential to the Board's jurisdiction to entertain and adjudicate upon the application for variation. The rule applicable in this respect is that an inferior tribunal cannot, by a wrong decision with regard to a collateral fact, give itself a jurisdiction which it would not otherwise possess.

Mr. Justice Tysoe came to the conclusion that the question whether Local 1572 was the same union as the Fruit and Vegetable Workers' Locals, or a different union, was a collateral or preliminary one which had to be considered and decided by the Board before it could proceed to adjudicate upon the petition for variation. In his opinion, the jurisdiction of the Board and its power to act under Section 65(2) depended upon the correct answer to that question.

As he thought that Local 1572 was not the same union as the Fruit and Vegetable Workers' Locals but a different union, there was no jurisdiction in the Board to make the order it did make. He would allow the appeal and direct that the order of the Board be quashed.

Mr. Justice Davey, in a dissenting opinion, held that Section 65(2) of the Act conferred a plenary power on the Labour Relations Board to vary or revoke a former order in appropriate circumstances and was intended to supplement the other powers expressly conferred upon the Board in order to put it fully in command of any special situation requiring variation or revocation of a former order, and thus to provide necessary flexibility.

He did not consider the case at bar as essentially a matter of decertification of a presently certified union and certification of another independent union, but rather

as a case where, although in law there had been a change in the entity, the Board found that Local No. 1572 was, by the circumstances and its succession, sufficiently identified in substance and interest with the nine certified locals to justify varying the certificate by substituting the new union for those it had succeeded.

In Mr. Justice Davey's opinion, this then was a case, not specifically provided for by the Act and falling outside the ordinary operations of Sections 10 and 12, that might properly be dealt with under the power conferred by Section 65(2). Therefore, the Board had the power to make the order in question and the order could not be quashed upon *certiorari* for lack of jurisdiction. Mr. Justice Davey would dismiss the appeal.

The Court, by majority decision, allowed the appeal and quashed the Labour Relations Board's order of May 25, 1959. *Oliver Co-operative Growers Exchange v. Labour Relations Board and Okanagan Federated Shippers Association and B.C. Interior Fruit and Vegetable Workers' Union, Local 1572,* (1962), 37 W.W.R., Part 8, p. 353.

British Columbia Supreme Court . . .

. . . declines jurisdiction over federal Labour Relations Board sitting outside the province

On November 14, 1961, Mr. Justice Brown of the Supreme Court of British Columbia ruled that the Supreme Court of British Columbia had no jurisdiction to hear a *certiorari* application to quash certification decisions of the Canada Labour Relations Board sitting outside the province of British Columbia.

The Canada Labour Relations Board certified three unions as bargaining agents for units of employees of Vantel Broadcasting Co. Ltd., all concerned residing in British Columbia. The employer brought *certiorari* proceedings before the Supreme Court of British Columbia to quash the Board's decisions.

Counsel for the Canada Labour Relations Board raised a preliminary objection that the Court was without jurisdiction to consider the motion. This submission was based on the fact that the members of the Board are in Ottawa, which is outside the province of British Columbia; that the Board's deliberations take place in Ottawa; and that the British Columbia Supreme Court Act does not empower the Court to intrude on matters of this kind beyond its territorial jurisdiction.

Counsel relied on several cases as to the refusal of the provincial courts to assert jurisdiction over persons in other provinces, and particularly on a decision of Mr. Justice Davey in *Re Bence* (1945), 22 CPR (pt. 2), 1, who refused to grant a writ of prohibition against the Restrictive Trade Practices Commission, a federal body. In his judgment, Mr. Justice Davey pointed out that the Combines Investigation Act stipulated that the Commission's place of business is in the City of Ottawa in the Province of Ontario, and he could not see how the Commission could be reached effectively if the Court should issue a writ of prohibition and the Commission should disregard it.

The company, in the case under review, pointed out that the matter of dispute arose entirely in British Columbia, everybody affected had been in the province, and all the information on which the Board acted came from an industrial relations officer of the federal Department of Labour stationed in Vancouver.

Further, the company claimed that the order of the Court would be valid and respected because the matters involved in the dispute were, although the Board is in Ottawa, property and civil rights within the province. If there was any difficulty in enforcing an order directed to persons in Ontario, the Court could enforce such an order by injunction in British Columbia if those outside its territorial jurisdiction refused or neglected to obey.

The unions involved in the dispute also took the position that the British Columbia Court had jurisdiction, as a realistic view made it clear that, in common sense, it was British Columbia alone that was involved.

The company also argued that the federal industrial relations officer residing in Vancouver had acted as an agent of the Canada Labour Relations Board and that, accordingly, the Board was in fact represented in the territorial jurisdiction of the British Columbia Court. Also, a reference was made to Section 17 of the rules of procedure of the Canada Labour Relations Board, which defines the duties of the chief executive officer of the Board, and it was pointed out that the federal industrial relations officer in Vancouver was in fact the representative of the chief executive officer in the province of British Columbia.

However, Mr. Justice Brown, following the reasoning of Mr. Justice Davey in the *Bence* case, did not consider that the duties, fact-finding and otherwise, of the federal industrial relations officer in British Columbia were such that he could be said to represent the Board so as to make it amenable to the orders of the British Columbia Court.

As the case at bar involved matters within the jurisdiction of the Parliament of Canada, in Mr. Justice Brown's opinion, the Parliament of Canada could empower a court such as the Exchequer Court to exercise exclusive jurisdiction in that regard. Such an enactment might be an answer to the company's complaint that it ought not to be forced to litigate a British Columbia matter in the courts of Ontario.

The Court upheld the preliminary objection of the counsel for the Canada Labour Relations Board that the British Columbia Court was without jurisdiction to hear the motion, and the application for *certiorari* to quash the decisions of the Canada Labour Relations Board was dismissed. *Re Industrial Relations and Disputes Investigation Act (Can.)*; *Re National Association of Broadcast Employees and Technicians and Vantel Broadcasting Co. Ltd.; Re International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of United States and Canada and Vantel Broadcasting Co. Ltd.; Re Vancouver-New Westminster Guild, Local No. 115, American Newspaper Guild and Vantel Broadcasting Co. Ltd.* (1962) 37 W.W.R., Part 8, p. 345.

British Columbia Supreme Court . . .

. . . finds union member wrongfully expelled from the union, sets aside expulsion, awards damages

On December 12, 1961, Mr. Justice Verchere of the British Columbia Supreme Court, in an action for a declaration of wrongful expulsion from the union and for damages, found that a union member was wrongfully expelled from the union on the ground that the majority report of a trial committee was invalid and could not be cured by adoption and ratification by union meetings which the expelled union member was prevented from attending.

The action was brought against the Seafarers' International Union of North America, Canadian District, as a legal entity and against a union official in a representative capacity. As the B.C. Trade Unions Act of 1959 did not make provision to eliminate the representative action, Mr. Justice Verchere considered both these ways to be proper actions when seeking relief against trade unions. Apparently, however, he did not consider it proper to use both actions simultaneously, so he dismissed the action against the union official in representative capacity.

The plaintiff was a mariner and was, from 1954 to December 1960, for most of the time, a member in good standing of the union. The union in question was certified as a bargaining agent for the crew of the S.S. *Waitoma*, and the collective agreement applicable to the plaintiff contained a closed-shop clause.

In December 1960, charges of violating the union's constitution by certain acts or misconduct on the ship were laid against the plaintiff. A trial committee was elected by union members at a meeting and, in due course, the committee brought in its report, with one member dissenting, recommending that the plaintiff be denied further membership in the union. The majority and minority reports were submitted to the membership at a regular meeting held January 3, 1961, and the majority report was accepted by a resolution.

At the next regular meeting of the union, held January 16, 1961, the minutes of the January 3 meeting were read and accepted, thus purportedly complying with the provision of the union constitution regarding ratification which reads as follows:

> **Article XVII, Section 5.** Whenever a member is found guilty and sentenced, the action is final upon ratification through the next regular meeting.

The plaintiff attended his trial, but he was not given a copy of the committee's report, and he did not attend the union meetings on January 3 and 16 because he had been told by the union secretary that, pending disposition of the charges against him, he was not permitted to enter the union hall, except when requested, presumably because of the clause in the union constitution providing that a "member under charges shall not be permitted to enjoy any of the membership's facilities or services . . ." (Art. 17, S. 8.)

There were three meetings of the trial committee. One of the members, after attending two meetings, could no longer attend the hearings and a special union meeting elected a replacement The new member of the trial committee attended the last meeting of the committee and signed the majority report. Although the constitution provides for the filling of a vacancy in the trial committee occurring before the date of trial by means of a special meeting, no provision is made to cover a vacancy that occurs when the hearings are in progress.

Thus, it was contended that the election of the replacement member was unconstitutional; that he had no right to sit with the committee nor to participate in the consideration and delivery of the report.

Mr. Justice Verchere, relying on judgments where a similar situation was dealt with, concluded that the member of the trial committee who had been added as a replacement, and who signed the report and

apparently participated in the final deliberations of the committee, did not have the necessary first-hand knowledge of all the evidence and of the conduct of the proceedings to allow him to consider and discuss that evidence with the others in the way he should have been able to do had he attended all the trial committee's meetings; therefore, the decision of the trial committee was vitiated by his participation.

In Mr. Justice Verchere's opinion, as the trial committee's report was invalid, it could not be made final and then ratified by successive regular meetings of the union. But, in any event, the plaintiff should have been informed of those meetings and permitted to attend and be heard. That did not happen, probably because of the union secretary's warning to the plaintiff not to enter the union hall pursuant to Article 17, Section 8, of the union constitution.

Mr. Justice Verchere did not think that the interpretation of Article 17, Section 8, was correct. But, even if it were correct, that interpretation should not have been accepted with its resultant denial to the plaintiff of a right to a hearing. In his regard, in *Lee v. Showmen's Guild of Great Britain* (1952), 1 All E.R. 1175 at pp. 1180-1, Denning, L.J., said:

> Although the jurisdiction of a domestic tribunal is founded on contract, express or implied, nevertheless the parties are not free to make any contract they like. There are important limitations imposed by public policy. The tribunal must, for instance, observe the principles of natural justice. They must give the man notice of the charge and a reasonable opportunity of meeting it. Any stipulation to the contrary would be invalid. They cannot stipulate for a power to condemn a man unheard.

Mr. Justice Verchere concluded that action of the union in accepting the trial committee's report, and then ratifying it in the plaintiff's absence, due either to lack of notice or express prohibition, could not be supported.

Also, Mr. Justice Verchere found that bringing the court action was not premature, although Article 17, Section 7 of the union constitution forbids suit until constitutional remedies are exhausted. The plaintiff mailed his complaint to the San Francisco union office on February 8, 1961, and such mailing in the ordinary way constituted due compliance with Article 17, Section 6 of the constitution.

For all these reasons, Mr. Justice Verchere held that the expulsion of the plaintiff by the union was invalid and he was setting it aside. Also, the judge held that the plaintiff was entitled to damages for breach of contract and for loss of medical benefits under the union's medical scheme. In all, the plaintiff was awarded $694.75 as damages for his wrongful expulsion from the union. *Hughes v. Seafarers' International Union of North America, Canadian District and Heinekey* (1962), 31 D.L.R.(2d), Part 6, p. 441.

Recent Regulations under Provincial Legislation

Alberta brings sheet metal mechanic's trade under Tradesmen's Qualification Act, revises trade rules for barbers. Newfoundland consolidates regulations under Apprenticeship Act with minor changes in living allowances and certification

In Alberta, the trade of a sheet metal mechanic was designated a trade under the Tradesmen's Qualification Act and the regulations for the barber trade were revised.

In Newfoundland, the apprenticeship regulations were consolidated with a few changes.

Alberta Tradesmen's Qualification Act

The trade of a sheet metal mechanic has been designated a trade under the Alberta Tradesmen's Qualification Act by Alta. Reg. 182/62, gazetted April 30.

Another regulation gazetted the same day, Alta. Reg. 180/62, revised the rules for the barber trade. The regulations for barbers again provide for three types of certificates, certificates of proficiency, temporary certificates of proficiency and apprentice certificates.

As previously, certificates of proficiency will be issued to persons who pass the prescribed examinations, except that applicants are now required to have at least two years experience in the trade instead of one.

At the discretion of the Department of Labour, a temporary certificate of proficiency may again be granted to a person who has failed to qualify for a certificate of proficiency but has obtained at least four-fifths of the required pass mark (previously, 60 per cent of the required pass mark).

A new provision also permits the Department to issue a temporary certificate of proficiency to the holder of a diploma from an approved barber school who has passed the theory part of the examination. This certificate will be valid for one year, after which time the holder must try the practical examination for a certificate of proficiency.

Any person 16 years of age and over who is working under the direct supervision of a barber with a certificate of proficiency is eligible for an apprentice certificate. An apprentice certificate is now valid for two years instead of one, after which time the holder must try the examination for a certificate of proficiency.

Unlike the previous regulations, which did not impose a quota, the new regulations limit the number of apprentices, providing that only one apprentice may be employed for every three persons holding a certificate of proficiency. A barber who holds a certificate or who employs one qualified person may engage one apprentice, however.

British Columbia Factories Act, Municipal Act

In British Columbia, Monday, November 12, 1962, has been declared a holiday for purposes of Section 40 of the Factories Act and Section 858 of the Municipal Act. This means that, subject to certain exceptions, all factories and shops must remain closed on that day.

Newfoundland Apprenticeship Act

A consolidation of the regulations under the Newfoundland Apprenticeship Act was gazetted May 15, and was scheduled to go into force June 1. The conditions of apprenticeship are the same as before, but a few minor changes were made in the provisions relating to living allowances and certificates of qualification.

Living allowances are again payable to apprentices taking approved daytime courses. The rate for single apprentices is $8 a week for those living at home and $15 a week for those living away from home. The weekly allowances for heads of families are $16 and $23, respectively. Deductions from allowances may again be made for each period of absence; the regulations now provide that sick leave in excess of three consecutive school days must be covered by a medical certificate.

If a course of instruction is abandoned or terminated, the Minister may now require the apprentice to refund the whole or part of the living allowance or of the instructional costs, or both. Previously, an apprentice could only be required to refund the whole or part of the allowance.

As formerly, tradesmen who have not served a formal apprenticeship may be granted a certificate of qualification upon passing the prescribed examinations. A tradesman who wishes to be examined for a certificate of qualification must apply to the Director of Apprenticeship, who may approve the application himself or refer it to the appropriate examining committee. A new provision gives to a tradesman whose application has been refused the right of appeal to the Provincial Apprenticeship Board, whose decision is final.

The holder of a certificate of apprenticeship may, as before, be granted a certificate of qualification without further examination upon payment of the prescribed fee, except that he must now apply within two years of receiving his certificate or within two years after June 1, 1962, whichever is later.

Certificates of qualification issued before December 31, 1962, will expire on that date; certificates issued later will be valid for two years. If a certificate is not renewed within one year from the expiry date, the holder must pass an examination to qualify for a renewal.

Newfoundland Workmen's Compensation Act

Services rendered by athletic coaches were excluded from the collective liability section of the Newfoundland Workmen's Compensation Act, by a regulation gazetted April 10.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of April nearly 18 per cent below end-of-March figure and 21 per cent below April 1961 figure, statistics* show. March-to-April decline last year amounted to 15 per cent

Claimants† for unemployment insurance benefit on April 30 numbered 564,500. This was nearly 18 per cent below the March figure of 687,500 and 21 per cent below the total of 714,500 in April last year.

These totals included claimants for seasonal benefit numbering 191,200 in April, 220,100 in March, and 246,800 in April 1961.

Although the number of claimants at the end of April this year was substantially below that of a year earlier, the decline since March was only a little greater than the decline between March and April last year, viz., 18 per cent compared with 15 per cent last year.

Males accounted for 77 per cent of the total on April 30, in comparison with 79 per cent on March 30 and 78 per cent on April 28, 1961.

The number of persons on claim for 17 weeks or more increased between 20 and 25 per cent during April, but the number on claim for less than 17 weeks declined by 30 per cent. A similar decline occurred in April last year, but the number on claim for 17 weeks or more this year is nearly 30 per cent smaller than in April last year and the number on claim for less than 17 weeks is 15 per cent smaller.

Regular claimants declined in number by 20 per cent during April, fishing seasonal benefit claimants by more than 40 per cent, and non-fishing seasonal benefit claimants by 10 per cent. As a result of the greater decline in the number of regular benefit claimants, however, the proportion on seasonal benefit increased to 34 per cent, compared with 32 per cent on March 30 and 35 per cent at the end of April last year. Such an increase is usual at this time of the year.

> In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.
>
> Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

The number of claimants who ceased to draw regular benefit and returned to work during April is estimated at 170,000.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in April numbered 181,300, which was a reduction of 20 per cent compared with March and of 15 per cent compared with April 1961. Of this total, 127,600, or 70 per cent, were classed as separations from insured employment during the month, and of these, 68,400 were initial and 59,200 were renewal claims.

Of the initial claims, 44 per cent were claims by persons who had exhausted benefit and were seeking additional credits. Most of these persons had exhausted regular benefit and were eligible for extra benefit under the seasonal benefit terms.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in April was estimated at 556,300, compared with 638,800 in March and 708,200 in April 1961.

*See Tables E-1 to E-5 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

Payments during the month totalled $51,600,000, in comparison with $68,800,000 in March and $64,500,000 in April 1961.

The average weekly benefit payment was $24.43 in April, $24.49 in March and $23.98 in April 1961.

Insurance Registrations

Since the annual renewal of insurance books this year takes place in May, the usual statistics on the number of insurance books and contribution cards issued to employees during April are not available. But when the first monthly report for 1962-63 is issued, it will cover the period up to May 31, and since the figures it contains will be cumulative, they will include all additions to the insured population since April 1.

At April 30, registered employers numbered 336,582, an increase of 615 since March 31.

Enforcement Statistics

During April, 8,763 investigations were conducted by enforcement officers across Canada. Of these, 5,362 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 159 were miscellaneous investigations. The remaining 3,242 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 152 cases, 39 against employers and 113 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,613.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled $23,754,550.44,† compared with $27,743,532.74† in March and $22,590,150.58 in April 1961.

Benefits paid in April totalled $51,656,056.36† compared with $68,826,615.12† in March and $64,540,209.48 in April 1961.

The balance in the Unemployment Insurance Fund on April 30 was $39,147,154.43†, on March 31 it was $63,535,370.96† and on April 30, 1961 it was $143,651,927.75.

Monthly Report on Operation of the National Employment Service

The month of May 1962 continued the pattern of record levels of placement activity in the local offices of the National Employment Service.

Some 146,400 placements were made during the month, exceeding the same month in 1961 by 30.1 per cent, and May 1960 by almost 50.0 per cent. May placements surpassed every previous year since 1944. There were only two years, 1944 and 1943, since the NES began operations when May placements exceeded those this year.

Some 107,800 of the placements in May 1962 were men, an increase of 32.0 per cent over those in May the previous year. Placements of women increased by 25.1 per cent to a total of 38,600.

Regionally the following percentage increases over May 1961 were reported:

Atlantic	20.2
Quebec	36.5
Ontario	35.3
Prairie	23.1
Pacific	13.5

Total placements during the first five months of 1962 amounted to some 466,700, a cumulative increase of slightly more than 25 per cent over the corresponding period a year ago and almost 40 per cent over 1960. Thus, the general upswing in placement activity continues to gain momentum.

Employers notified NES offices of some 168,800 vacancies during May, of which 117,400 were for men and 51,400 were for women. These totals were considerably higher than usual for this time of year.

*These do not necessarily relate to the investigations conducted during this period.

†The figures for March and April of this year are interim figures and are subject to revision.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1942, March 1, 1962

Summary of the Main Facts: The claimant, who resides in Saskatoon, Sask., filed an initial application for benefit at the office of the Unemployment Insurance Commission there on March 21, 1961, and was registered for employment as a room clerk. He had worked for the [XYZ Railways] in Saskatoon as a foreman of its freight sheds, and on January 31, 1961, he was retired on account of age.

In a Report of Possible Disqualification (Form UIC 493A), dated September 14, 1961, the claimant stated:

[I] know that I should try and seek work on my own but have done nothing about finding a job. I would take a job if it were offered to me should I be able to do it . . . I am still capable and available for work. I have not read my 1501D but will do so before reporting next week.

The claimant made the following statement to the Commission on September 27, 1961:

. . . My last place of employment was with [XYZ Railways] as a foreman of the freight sheds. I was with the company for 48 years. My rate of pay was $336 per month. I was released on pension 28 February 1961. I applied for benefits 21 March 1961 and have been unemployed since. I have looked around but have not seen any suitable employment.

I would want part-time employment; the hours would not matter. I would consider night watchman or ticket taker. These are about the only two positions I would consider. The minimum I would consider would be $50 per week. I would not consider janitor work.

I have read my Booklet [of] Information for Claimants. This statement is true and I have received a copy.

The local office commented:

. . . Procuring part-time employment as watchman or ticket taker is most unlikely; $50 per week is above going rate. Wage Board advises that $32 is minimum for 42 hour week in stores; $42 is minimum for 48-hour week in apt. blocks. Going rate would be $32 to $45, depending on experience and ability.

On the evidence before him, the insurance officer disqualified the claimant and suspended benefit from September 27, 1961, because, in his opinion, the claimant had failed to prove that he was available for work inasmuch as he was restricting his availability to part-time employment only (section 54(2)(a) of the Act).

The claimant appealed to a board of referees on October 23, 1961, and stated:

. . . There has been a little misunderstanding on the part-time work. In the course of my conversation with the investigator, I informed him that I would take part-time employment. I did not mean to imply that was the only employment I would accept.

If you can find me suitable employment I would willingly accept it.

The insurance officer made no change in the above-mentioned disqualification, in that there was no proof that the claimant had made any personal effort to find employment. In this regard, he was guided by the Umpire's decision CUB 1845, dated May 12, 1961.

The claimant attended the hearing of his case by a board of referees in Saskatoon on November 15, 1961. The unanimous decision of the board reads:

. . . The board finds that the claimant, unemployed for almost seven months, originally limited his availability to the work of a night watchman or a ticket taker, stated he "would want" part-time employment. He further stated that the minimum wage he would consider was $50 a week, which is above the going wage in the occupations mentioned by him.

On 23rd October 1961, he stated he would take "suitable" work, either full-time or part-time. He failed to prove, however, that during his unemployment he was making any adequate personal effort to find work.

The ruling of the board is that the claimant be disqualified from 27th September to 22nd October 1961, inclusive, for limiting his availability to part-time employment, and to that in a limited category and at rates above the average, *and* since that date, when the part-time limitation was lifted, as he had failed to prove that he has made adequate personal efforts to find employment. The disqualification remains in effect for as long as this condition continues.

There is no provision in the Act for unconditional payment of benefit for any specified periods of time.

The claimant applied to the chairman of the board of referees on December 1, 1961, for leave to appeal to the Umpire on the following grounds:

. . . I feel that the board of referees' decision disqualifying me from benefits on the grounds of limiting my availability to part-time employment and to that in a limited category, is unfair. My occupation for the past 48 years has been that of freight checker and freight handler and I have been looking for work in this category.

I am also appealing the board of referees' decision disqualifying me on the grounds that the minimum wage I would consider is above average. I believe that the minimum wages, as stated in the submission to board of referees, dated November 8, 1961, is too low. The rates as stated in the submission apply to Manitoba and not to Saskatchewan.

Leave to appeal to the Umpire was granted to the claimant by the chairman of the board of referees for the following reason:

While the board feels that this is a question of fact rather than law, nevertheless, in view

of the length of the claimant's employment, an Umpire's decision on these long-term-employed railroad workers would be helpful.

Considerations and Conclusions: Availability for work is a question of fact, and the board of referees, which had the opportunity to see and to question the claimant, were unanimous in deciding, presumably in the light of their knowledge of the conditions of the labour market, that the claimant had failed to prove that he was available for work from September 27, 1961, to October 22, 1961, in that he had limited his availability to part-time employment and to employment "in a limited category and at rates above the average." As the evidence before me is substantially the same as that which was before the board of referees, I see no valid reason to disturb the board's decision in respect of that period.

However, the only reason on which the board of referees based its decision to disqualify the claimant subsequent to October 22, 1961 is "he had failed to prove that he has made adequate personal efforts to find employment" and, according to the established jurisprudence, "non-availability for work cannot be inferred solely from a claimant's omission to make a personal search for work" (CUB 1738), because, as the Umpire said in decision CUB 1887:

> There is no provision in the Act or the Regulations which requires that a claimant must make personal efforts to seek work other than registering for employment at his local office and keeping his application for employment alive by attending there at fixed intervals . . .

And in CUB 1895:

> Neither the Act nor the Regulations provide, nor can the established jurisprudence be interpreted to mean, that a claimant, in order to prove that he is available for work on a particular day, must show that he did seek employment personally on that day . . .

As I must apply the law as I find it, and as the law as presently worded does not provide for a disqualification to be imposed solely on the ground that a claimant has not made a personal search for work, I consider that in the present case the board of referees erred in maintaining the disqualification in respect of the period subsequent to October 22, 1961.

But for the period September 27 to October 22, 1961, I consequently decide to allow the claimant's appeal.

Decision CUB 1944, March 12, 1962

Summary of the Main Facts: On June 29, 1960, the claimant filed an initial application for benefit and the claim was allowed.

On her weekly report form for the week commencing July 17, 1960, she declared, for the period July 19, 1960, to July 23, 1960, that she had been sick all week. She continued to declare this illness up to and including the week commencing September 11, 1960.

On September 23, 1960, the claimant reported by telephone for the first time that she had been injured in a subway escalator on July 19, 1960, while on her way home from training at the [R . . . Company]. Her rate of pay was $0.90 an hour.

On March 29, 1961, the claimant stated in part:

> I started training at R . . . Company 18th July 1960 and also part of the 19th July 1960. I did not realize I would be paid for these days. On my way home the 19th of July 1960 I had an accident on the subway (escalator). I was sent to the hospital and released later that evening. I was badly bruised and remained at home recuperating. I was in bed about five weeks, then in September 1960 went back to work at [M . . . Company]. (*Exhibit 3.*)

On April 18, 1961, the insurance officer disqualified the claimant from receipt of benefit from July 20 to September 24, 1960, viz., "the period of her incapacity, because she ceased to work by reason of injury" (section 66 of the Act). On May 12, 1961, the claimant appealed to a board of referees.

On June 9, 1961, the employer submitted the following additional information:

> Our records show that the claimant could not complete our 3-day system training as she had a bad fall and told us that on her doctor's advice could not report to work for some time.
>
> We should state that [the claimant] had been hired as a member of our contingent staff, and following her training, would have been called in from time to time as required. Her rate of pay was 90¢ an hour and assuming that she worked July 18th and 19th her total earnings would have been $13.50.

A board of referees heard the case in Toronto, Ont., on July 18, 1961. The claimant was present. The board, by a unanimous decision, dismissed the appeal. In doing so, however, the board terminated the disqualification on August 24, 1960, as "evidence in relation to the length of her illness is only set in Exhibit 3 and we must accept that evidence."

On August 28, 1961, the claimant, with leave of the chairman of the board of referees, appealed to the Umpire.

Considerations and Conclusions: Inasmuch as the board of referees terminated the disqualification on August 24, 1960, and the insurance officer has not appealed from its decision, the only question at issue is whether the claimant should be disqualified pursuant to section 66 of the Act in respect of the period July 20, 1960, to August 24, 1960.

The aforementioned section of the Act reads:

No person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason of such illness, injury or quarantine, but an insured person who has lost his employment or has ceased to work by reason of illness, injury or quarantine is disqualified from receiving benefit for the duration of the illness, injury or quarantine.

This provision of the Act is not ambiguous and as the record clearly shows that the claimant ceased to work on July 19, 1960, by reason of an injury, I have no valid reason to disturb the unanimous decision of the board of referees.

I consequently dismiss the claimant's appeal.

Decision CUB 1956, April 30, 1962

Translation

Summary of the Main Facts: In his appeal to the Umpire on December 6, 1961, the insurance officer summarized in the following manner the main facts of the present case:

1. The claimant filed an application for benefit on July 3, 1961. She stated that she had worked in her last place of employment as a sewing machine operator from January 1961 to June 30, 1961, and that she had been laid off because of lack of work. During her interview with the placement officer, the claimant stated that the factory was closed for repairs from the 1st to the 8th of July and for annual holidays from the 9th to the 24th of July. She added, "I am not available for work during the holidays and during the week of repairs." Because of this statement, the placement officer did not register her for work.

2. The claimant was disqualified from receipt of benefit as of July 2, 1961, by virtue of section 54 (2)(a) of the Act, because she had not proved that she was available for work, particularly as she had stated she was not available for work during the period the factory was closed for repairs and for annual holidays. The claimant was also disqualified from receipt of benefit as of July 2, 1961, by virtue of Regulation 146 for not having filed her claim in the prescribed manner, by neglecting to register for work.

3. On September 8, 1961, the claimant appealed to the board of referees, stating only that she did not accept the insurance officer's decision. She made no statement whatsoever relative to her availability for work or her attitude toward registration for employment. She was neither present nor represented at the board of referee's hearing of her appeal.

4. In its decision of October 24, 1961, the board of referees modified the insurance officer's decision. The board decided that the claimant had proved that she was available for work during the week that the factory was closed for repairs, but that she was not available during the period that the factory was closed for annual holidays.

In its reasoning on this case, the board of referees contended that during this week of repairs it could appreciate that the claimant could not very easily obtain a job for a week and that she had been forced to state that she was not interested in work, especially in view of the fact that she could certainly not find a job for such a short period. The board added that, as several claimants had receivel unemployment insurance benefit for the week during which repairs were carried out in the factory, it was fair to extend these rights to benefit to all claimants who made an application for benefit in an identical situation.

The insurance officer's grounds for appeal read as follows:

5. We submit that in determining the availability of the claimant, the board of referees erred in making a distinction between the week when the factory was closed for repairs and the period when it was closed for annual holidays. This distinction by the board of referees is absolutely hypothetical and is in no way whatsoever supported by the evidence in the record. In fact, this distinction is contrary to the very clear evidence produced by the claimant herself. The claimant herself made no such distinction relative to her availability, on the contrary, she stated clearly that she was not available during either of the two periods in question.

The claimant's own statement to the effect that she was not available for work justifies her disqualification from benefit (CUB 7), since this statement cannot be overlooked or interpreted as signifying exactly the opposite. It is one of the fundamental principles of the Unemployment Insurance Act that, in order to establish his right to benefits, each claimant must sincerely be prepared to accept and be in search of a job (CUBs 1338, 1620 and 1836).

6. The board of referees also erred in considering that decisions granting benefit to other claimants laid off in similar circumstances must apply in the present case. Regarding availability for work, each case must be decided according to the particular circumstances pertaining to each case, especially when it is mainly a matter of intent and mental attitude of a claimant toward accepting employment.

7. For these reasons, we request that the insurance officer's appeal against the board of referees' decision relating to the availability of the claimant be allowed. The insurance officer does not appeal from the board of referees' decision relating to the prescribed

(*Continued on page 882*)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 354 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 229 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 233 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Citizenship and Immigration, Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	175	$748,048.00
Post Office	7	233,881.00
Transport	1	11,000.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of $4,329.93 was collected from 16 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 219 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Hillspring Alta: Joyline Transport Ltd., removal of trees & bushes within proposed flood area of Waterton Reservoir.

Atomic Energy of Canada Limited

Chalk River Ont: Johnson Controls Ltd, installation of automatic controls, Bldg 432; The Macotta Co of Canada Ltd, installation of metal windows, column covers, sills, stool & spandrel covers, Bldg 432; Dominion Sound Equipments Ltd, installation of acoustic tile ceilings, Bldg 432; Pembroke Glass Ltd, glazing work, Bldg 432; Peter E Sylvestre & Sons Ltd, masonry work on Fissle storage bldg. *Deep River Ont:* John Kovacs, painting of various bldgs. *Whiteshell Man:* Surety Construction Co Ltd, construction of temporary information centre & guardhouse, Nuclear Research Establishment; Louis Ducharme & Associates Ltd, construction of viewing stand, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Gander Nfld: Sidney A Burry & Sons, exterior painting of housing units. *London Ont:* A Cope & Sons Ltd, paving of parking lots (FP 4/57). *Port Arthur & Fort William Ont:* Froggett & van der Mout, exterior painting of houses. *Shilo Man:* Rowland Claydon & Co Ltd, construction of school (DND 5/62), Camp. *Medicine Hat Alta:* Home Decorating Co Ltd, exterior painting of housing units. *Prince Rupert BC:* Jarvis Construction Co Ltd, construction of housing units.

In addition, this Corporation awarded 11 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Clandeboye Indian Agency Man: F W Sawatsky Ltd, alterations to improve fire safety, Assiniboia IRS; Gertz Construction Ltd, construction of school, Berens River Reserve, Berens River. *Fisher River Indian Agency Man:* Gertz Construction Ltd, construction of school, Little Saskatchewan Reserve, Gypsumville. *Norway House Indian Agency Man:* Gertz Construction Ltd, construction of school (Saggitawack), Cross Lake Reserve, Cross Lake. *Battleford Indian Agency Sask:* Honkala Woodworking, construction of school & residence, Poundmaker Reserve, North Battleford. *Carlton Indian Agency Sask:* Gall's Lumber Yard, construction of school & residence, Sturgeon Lake Reserve, Prince Albert. *Qu'Appelle Indian Agency Sask:* Comfort Plumbing & Heating Ltd, renovations to mechanical services (Phase 1) Qu'Appelle IRS. *Shellbrook Indian Agency Sask:* William Stoesz,

construction of school, Big River Reserve, Debden; William Stoesz, construction of school & residence, Big River Reserve, Debden. *Blackfoot Indian Agency Alta:* Wilf Got Electric (Calgary) Ltd, electrical rewiring, Old Sun IRS. *Stony-Sarcee Indian Agency Alta:* Revelstoke Building Materials Ltd, construction of houses, Sarcee IR.

In addition this Department awarded one contract containing the General Fair Wages Clause.

Defence Construction (1951) Limited

Summerside P E I: Delta Electric Co Ltd, ceilometer & transmissometer installation, RCAF Station. *Bedford Basin N S:* Conniston Construction Co Ltd, repairs to traverses & construction of concrete retaining wall, Naval Magazine. *New Glasgow N S:* McDougall Construction Co Ltd, renovations & extension to Armoury. *Bagotville Que:* Accurate Electrical Contractors, extension to runway lighting, RCAF Station. *St Jean Que:* J A R Construction Inc, repairs to parking area, College Militaire Royal. *Val d'Or Que:* Paul Gingras, installation of runway & approach lighting system, RCAF Station. *Arnprior Ont:* Canadian Comstock Co Ltd, electrical modifications, Vertol Hangar. *Kapuskasing Ont:* Mattagami Construction Co Ltd, construction of Tacan bldg & tower. *North Bay Ont:* Hill-Clark-Francis Ltd, construction of Tacan bldg & tower, RCAF Station. *Portage la Prairie Man:* Plains City Electric Co Ltd, ceilometer & transmissometer installation, RCAF Station. *Cold Lake Alta:* Wirtanen Electric Co Ltd, ceilometer & transmissometer installation. *Namao Alta:* McCormick Electric Ltd, ceilometer & transmissometer installations. *Sea Island B C:* Conniston Construction Co Ltd, reconstruction of drainage, RCAF Station. *Various locations:* Six contracts in the restricted category.

Building and Maintenance

Camp Gagetown N B: Raymond Marcil, recaulking wall panels, bldg B-11 & B-12. *Barriefield Ont:* Spada Tile Ltd, renewal of sidewalks & curbs, Fort Henry Heights. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, exterior painting of bldgs. *London Ont:* J B Smith, addition to officers' mess, Wolsley Barracks. *Ottawa & Orleans Ont:* Beaudoin Construction Ltd, electrical, mechanical & structural renovations to bldgs, National Research Council, Montreal Road. *Petawawa Ont:* Glebe Electric Ltd, replacement of overhead feeder conductors & poles, Camp; Joseph Downey & Son, exterior painting of various bldgs, Camp. *Uplands Ont:* H H Sutton & Son Ltd, landscaping of bulk fuel area, RCAF Station. *Shilo Man:* Norlen Painting & Decorating, exterior painting of PMQs, Camp. *Calgary Alta:* Quigley Decorating Ltd, exterior painting of PMQs & bldgs, Currie Barracks. *Chilliwack B C:* Froggett & van der Mout, exterior painting of bldgs & PMQs, Camp.

Department of Defence Production

Gander Nfld: S G Burry & Sons Co Ltd, interior painting of PMQs, RCAF Station. *Cornwallis N S:* Fred T Cleveland, interior painting of skating rink section, bldg No 4, HMCS *Cornwallis. Greenwood N S:* Wylie P Hazelwood, interior painting of PMQs, RCAF Station. *Camp Gagetown N B:* Farris Construction Ltd, construction of tank washing stand; Geo H Hamilton & Son Ltd, re-roofing bldgs Nos A-5 & A-9. *Chatham N B:* Coronet Paving Ltd, construction of parking lot, RCAF Station; Wm J Kerr Ltd, replacement of concrete, RCAF Station. *Farnham Que:* Jean Paul Lasnier, construction of concrete slabs, Camp. *St Hubert Que:* Dominion Steel & Coal Corp Ltd, construction of fence, RCAF Station. *St Jean Que:* Price Agencies Ltd, supply & erection of electrically operated soundproof folding partition, College Militaire Royal de St Jean. *Barriefield Ont:* McGinnis & O'Connor Ltd, construction of parking lot & resurfacing roads, RCEME School. *Clinton Ont:* Iavis Contracting Co Ltd, reconstruction & resurfacing of pavement, RCAF Station. *Edgar Ont:* L T Bristow Plumbing & Heating Ltd, modifications to refrigeration & air conditioning system. *Kingston Ont:* Kingston Decorating Ltd, repainting interior of four bldgs, Artillery Park. *Ottawa Ont:* L Mongeon & Son, repairs to roof, 158 Lees Ave. *Trenton Ont:* Sprayed Vinyl Co, application of epoxy laminate finish, Bldg No 79, RCAF Station; Sprayed Vinyl Co, application of epoxy laminate finish, Bldg No 80, RCAF Station. *Gimli Man:* Stan's Painting & Decorating Contractor, interior painting of PMQs, RCAF Station. *Shilo Man:* Western Asbestos Co Ltd, installation of asphalt wall shingles on bldgs, Military Camp. *Winnipeg Man:* Erwin Radeke Painting & Decorating, exterior painting of bldgs, RCAF Station; Oswald Decorating Co, exterior painting of bldgs, Fort Osborne Barracks; Chennells Enterprises Ltd, road repairs & curb development, Fort Osborne Barracks. *Calgary Alta:* M & S Paving Ltd, patching & seal coating of roads, Currie & Sarcee Barracks; Standard Gravel & Surfacing of Canada Ltd, seal coating of parade square, Currie Barracks. *Belmont Park B C:* Old Country Industrial Contractors Ltd,

repainting interiors of residences; Island Decorators, repainting interiors of residences. *Comox B C:* J K Campbell & Associates Ltd, supply & installation of insulation asbestos in Butler Bldg, RCAF Station.

In addition, this Department awarded 157 contracts containing the General Fair Wages Clause.

Department of Justice

Ste Cecile de Masham Que: South Hull Electric Reg'd, installation of electrical wiring in stores & laundry Bldg No 2, Gatineau Correctional Camp; Papineau Plumbing & Heating, installation of plumbing facilities in stores & laundry Bldg No 2, Gatineau Correctional Camp; Papineau Plumbing & Heating, installation of heating facilities in stores & laundry Bldg No 2, Gatineau Correctional Camp; S Granger & Fils, installation of plumbing facilities in staff quarters Bldg No 6, Gatineau Correctional Camp; South Hull Electric Reg'd, installation of electrical wiring in staff quarters Bldg No 6, Gatineau Correctional Camp; Papineau Plumbing & Heating, installation of heating facilities in staff quarters Bldg No 6, Gatineau Correctional Camp. *Near Petawawa Ont:* McMullen & Latimer Reg'd, installation of heating facilities in stores & laundry Bldg No 2, Landry Crossing Correctional Camp; Rondeau Electric Ltd, installation of electrical wiring, Administration Bldg No 1, Landry Crossing Correctional Camp; McMullen & Latimer Reg'd, installation of heating facilities, Administration Bldg No 1, Landry Crossing Correctional Camp; Ben Beaulieu Plumbing & Heating, installation of plumbing facilities, Administration Bldg No 1, Landry Crossing Correctional Camp; Roy Goodfellow Ltd, installation of plumbing facilities in stores & laundry Bldg No 2, Landry Crossing Correctional Camp; MacGregor Electric Ltd, installation of electrical wiring in stores & laundry Bldg No 2, Landry Crossing Correctional Camp; MacGregor Electric Ltd, installation of electrical wiring in garage, maintenance shop & power house Bldg No 3, Landry Crossing Correctional Camp; McMullen & Latimer Ltd, installation of heating facilities in garage, maintenance shop & power house Bldg No 3, Landry Crossing Correctional Camp; Ben Beaulieu Plumbing & Heating, installation of heating facilities in kitchen & mess hall Bldg No 4, Landry Crossing Correctional Camp; Ben Beaulieu Plumbing & Heating, installation of plumbing facilities in kitchen & mess hall Bldg No 4, Landry Crossing Correctional Camp; Rondeau Electric Ltd, installation of electrical wiring, kitchen & mess hall Bldg No 4, Landry Crossing Correctional Camp.

Department of Northern Affairs and National Resources

Dawson City Y T: Whitehorse Electric Co Ltd, electrical alterations in sternwheeler *Keno;* Lunde Metals Ltd, plumbing & heating installations in sternwheeler *Keno.*

In addition, this Department awarded three contracts containing the General Fair Wages Clause.

National Harbours Board

Qubec Que: J A Auclair Ltee, reconstruction of St Charles River Wharf, Berth No 30. *Prescott Ont:* Dibblee Construction Co Ltd, bitiminous paving at grain elevator.

Department of Public Works

Aspen Cove Nfld: Twillingate Engineering & Construction Co Ltd, breakwater extension. *Bauline Nfld:* All Sales Equipment Contracting Ltd, breakwater demolition. *Calvert Nfld:* Wm Jacobs Ltd, harbour improvements. *Harbour Grace Nfld:* Griffin Construction Ltd, harbour improvements. *Old Perlican Nfld:* Wm A Trask Ltd, wharf reconstruction & extension. *Ship Cove Nfld:* J J Hussey Ltd, wharf reconstruction & extension. *Twillingate Nfld:* Twillingate Engineering & Construction Co Ltd, breakwater extension. *Annandale P E I:* L G & M H Smith Ltd, repairs to boat harbour. *Belle River P E I:* Norman N MacLean, west breakwater repairs. *Launching Pond P E I:* Stanley Reid, extension to landing. *Miminegash P E I:* Edmond A Arsenault, harbour improvements. *North Lake P E I:* Edward MacCallum, landing extension. *Wood Islands P E I:* Norman N MacLean, reconstruction of east breakwater. *Bridgewater N S:* Elton E Conrad & Son, construction of RCMP detachment quarters. *Camp Cove N S:* Clare Construction Co Ltd, wharf extension. *Chester Ironbound N S:* Continental Construction Co Ltd, harbour improvements. *Freeport N S:* L E Powell & Co Ltd, breakwater extension. *Halifax N S:* Streakless Window Services Ltd, cleaning windows of federal bldgs. *Lower Sandy Point N S:* Shelburne Contracting Ltd, floating breakwater construction. *Moose Harbour N S:* Colin R MacDonald Ltd, breakwater construction. *Porter's Cove N S:* Clare Construction Co Ltd,

wharf repairs. *Saulnierville N S:* Clare Construction Co Ltd, wharf repairs. *Campbellton N B-Cross Point Que:* Arno Electric Reg'd, installation of lighting, Interprovincial Bridge. *Cape Tormentine N B:* Harold N Price, wharf repairs. *Caraquet & Shippegan N B:* Diamond Construction (1961) Ltd, paving. *Cocagne N B:* Leo LeBlanc, harbour improvements. *Jacquet River N B:* Raymond E Andersen, construction of RCMP detachment quarters. *Moncton N B:* Geldart the Mover, moving to new federal bldg. *Northwest Miramichi River N B:* Wallace P Anderson, Sr, construction of salmon counting fence foundations. *Shippegan N B:* A C Mallet & Fils Co Ltee, construction of federal bldg. *Tracadie N B:* P F C (Northern) Construction Co Ltd, construction of federal bldg. *Berthier Que:* Ovila Boucher, construction of protection wall. *Cap Rouge Que:* Ste Foy Construction Ltee, construction of protection works. *Cap Sante Que:* Les Entreprises Jean R Denoncourt Ltee, construction of protection works. *Contrecoeur Que:* Welco Construction Inc, construction of retaining wall (Project No 3). *Deschaillons Que:* McNamara Marine Ltd, wharf improvements; Plessis Construction Ltee, construction of protection wall; Plessis Construction Ltee, raising of wall; Demers & Bordeleau, extension to protection works. *Gascons (Anse a Mercier) Que:* J W Lockhart Journeau, wharf repairs. *Grande Riviere Que:* Dimock & Albert, harbour repairs & improvements. *Grindstone M I Que:* Les Entreprises de Fatima Ltee, construction of residence for Fisheries Department. *La Petite Riviere St Francois Que:* Captain Euclide Bouchard, wharf extension. *Montreal Que*: Darling Bros Ltd, alterations to two freight elevators, Postal Terminal Bldg; Conrad Forget Inc, construction of post office bldg; Alsco Montreal Inc, supply & installation of storm windows, DPW Bldg, Delorimier Ave; Noel Romeo Cie Ltd, electrical works, RCMP, 4095 Ste Catherine St. *Pointe au Pic Que:* Regis Couturier, reconstruction of electrical system on old wharf. *Pointe Claire Que:* Danis Construction Inc, wharf repairs. *Quebec Que:* C. Jobin Ltd, alterations, Champlain Harbour Station. *St. Augustin (Plage St Laurent) Que:* Les Entreprises Rosaire Roy Inc, construction of retaining wall. *St Augustin Que:* Rosaire Savard, construction of protection works. *St Charles sur Richelieu Que:* Welco Construction Inc, construction of retaining wall. *Ste Emmelie de Leclercville Que:* Plessis Construction Ltd, construction of protection works. *St Francois I O Que:* Les Entreprises Cap Diamant Ltee, construction of protection works; Les Entreprises Cap Diamant Ltee, construction of protection works *St Louis Que:* Plessis Construction Ltee, construction of protection works. *Ste Petronille I O Que:* Les Entreprises Cap Diamant Ltee, construction of protection works. *St Romuald (New Liverpool) Que:* Arthur Simoneau, construction of protection works. *St. Nicolas Que:* Arthur Simoneau, construction of protection works. *Sept Iles Que:* L O Trottier & Fils Ltee, repairs to retaining wall. *Trois Pistoles Que:* Adrien Berube, wharf repairs. *Cedar Beach Ont:* Geo L Dillon Construction Co Ltd, training wall extension. *Haileybury Ont:* Tri-Town Construction Ltd, construction of post office bldg. *Hamilton Ont:* Quigley Construction Co Ltd, harbour repairs & improvements to Catherine St Wharf extension (Stage 1), berm construction. *Killarney Ont:* Ferguson Construction, wharf repairs. *Lindsay Ont:* Mel-Ron Construction, construction of federal bldg. *Niagara Falls Ont:* The Frank Lawrence Construction Ltd, addition & alterations to federal bldg. *Ottawa Ont:* Thomas Fuller Construction (1958) Ltd, construction of radiation protection laboratory, Riverside Drive; Ottawa Plumbing & Heating Ltd, plumbing alterations, Centre Block, Parliament Bldgs; Capital Enterprises, alterations to main bldg, Plouffe Park, 1010 Somerset St W; D Decarie, interior redecoration, Veterans Affairs Bldg, Wellington St; *Port Credit Ont:* The Foundation Co of Canada Ltd, harbour improvements, warehouse & office bldg. *Temagami Ont:* P M Lechlitner, wharf repairs. *Toronto Ont:* H C Barker & Son, alterations & addition to partitions, 175 Bedford Road. *Elphinstone Man:* Harper Construction Co Ltd, construction of RCMP detachment quarters. *East Kildonan Man:* Harper Construction Co Ltd, construction of letter carrier depot. *West Kildonan Man:* Malcolm Construction Co Ltd, construction of letter carrier depot (Depot "R"). *Gimli Man:* Arnason Engineering Co Ltd, alterations & additions, federal bldg. *Winnipeg Man:* Henry J Funk, renovations of windows, Commercial Bldg. *Milestone Sask:* Swertz Bros Construction Ltd, construction of RCMP detachment quarters. *Banff-Jasper Highway Alta:* Standard Gravel & Surfacing of Canada Ltd, bituminous concrete pavement, Mile 67.5 to Mile 86.0. *Breton Alta:* Seabrook Construction Co Ltd, construction of RCMP detachment quarters. *Jasper National Park Alta:* Poole Engineering (1958) Ltd, bituminous concrete pavement, Mile 86.0 to Mile 104.5, Banff-Jasper Highway. *Aldergrove B C:* Teck Construction Ltd, construction of post office bldg. *Bamfield B C:* Ivan Ossinger, float extension, fishermen's floats. *Fords Cove B C.* Harbour Pile Driving Co, construction of breakwater. *Ganges B C:* Harbour Pile Driving Co, wharf & fishermen's float repairs. *Gibsons Landing B C:* W J Dick Ltd, construction of post office bldg. *Mount Revelstoke National Park B C:* R M R Contractors Ltd,

construction of Trans-Canada interchange with Mount Revelstoke National Park Road. *Port Hardy B C:* Greenlees Pile Driving Co Ltd, wharf improvements. *Prince Rupert B C:* The Fraser River Pile Driving Co Ltd, construction of ferry terminal; Bedrock Contractors Ltd & Granby Construction & Equipment Ltd, ferry terminal compound area fill (Fairview Bay); Vancouver Pile Driving & Contracting Co Ltd, breakwater renewal (Rushbrook). *Saanichton B C:* Fraser River Pile Driving Co Ltd, wharf renewal. *Williams Lake B C:* Buchholtz Construction, alterations, repairs & painting of federal bldg. *Yoho National Park B C:* Thode Construction Ltd, paving, Mile 16 to Mile 28.4 & Mile 0 to Mile 5, Emerald Lake Road. *Fort Smith N W T:* Poole Construction Co Ltd, construction of addition to school. *MacKenzie Highway N W T:* Standard Gravel & Surfacing of Canada Ltd, crushed gravel surfacing, Mile 0 to Mile 51; J A Moulson Construction Ltd & Ludwig Construction Co Ltd, grading, culverts & surface gravel, Mile 51 to Mile 76.6. *Ross River Road Y T:* Vancouver Pile Driving & Contracting Co Ltd, construction of Frances River Bridge, Mile 35.8.

In addition, this Department awarded 60 contracts containing the General Fair Wages Clause.

Department of Transport

Channel Head Nfld: S J Clark, construction of two bungalows. *Camperdown N S:* Annapolis Valley Construction Ltd, revisions to operations Bldg. *Dorval Que:* Kolostat Heating System Ltd, renovations to Central Analysis Office, International Airport. *Heath Point (Anticosti Island) Que:* McMullen & Gagnon Inc, construction of power house bldg. *Montreal (St Isidore) Que:* Rod L'Ecuyer, construction of remote receiver bldg & associated work. *London Ont:* Marentette Bros Ltd, construction of aircraft parking apron & taxiways, Airport. *Main Duck Island Ont:* Laue Jensen Bill, construction of frame dwelling at light station. *North Bay Ont:* The Carter Construction Co Ltd, construction of extension to runway, etc, Airport. *Near Port Rowan Ont:* Backus Construction Co Ltd, construction of dwelling. Long Point Lightstation. *Sault Ste Marie Ont:* E Osis & Co Ltd, grading of localizer site. *Scarborough Ont:* McGrath Engineers, installation of partitions, painting & electrical work, Field Meteorological Station. *Timmins Ont:* B & B Cable Services Ltd, repairs to field lighting & power distribution system. *Toronto Ont:* B & B Cable Services Ltd, installation of MI lighting, runway 08-26, Toronto Island Airport. *Windsor Ont:* Keystone Contractors Ltd, construction of sewage disposal plant, Airport. *Winnipeg Man:* Tallman Construction Co Ltd, construction of car park area & roads for Terminal Bldg, Airport. *Regina Sask:* McNamara Construction (Western) Ltd, strengthening of runways, Airport. *Saskatoon Sask:* Jim Patrick Ltd, strengthening of taxiways, Airport; Plains City Electric Co Ltd, extension to lighting facilities, Airport. *Uranium City Sask:* Sunrise Construction Ltd, replacement of powerline poles & related work. *Princeton B C:* Heathcol Heating & Plumbing, replacement of furnaces in six dwellings. *Seal Cove B C:* Canwest Construction Co Ltd, construction of helicopter hangar & workshop. *Vancouver B C:* Wescan Construction Co Ltd, conversion of operator's room to marine/aeradio workshop in Air Services Bldg, International Airport. *Victoria B C:* Murphy Excavating Co Ltd, provision of water supply line & sewage disposal main for Air Terminal Bldg, International Airport. *Fort Simpson N W T:* A H MacLeod & Son Contractors Ltd, construction of lighting for runway 12-30 & related work, Airport.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

PRICES AND THE COST OF LIVING

Consumer Price Index, June 1962

The consumer price index (1949=100) rose 0.3 per cent from 130.1 to 130.5 between May and June as a result of increases in the food, housing and clothing indexes. The transportation, health and personal care, and tobacco and alcohol indexes were unchanged and the recreation and reading index declined fractionally.*

The index one year earlier was 129.0.

The food index increased 0.9 per cent from 124.5 to 125.6 as higher prices were reported for a wide range of items, including beef, fresh and cured pork, lamb, veal, chicken, flour, cheese, cake mix, coffee, most fresh vegetables, grapefruit and apples. Prices were lower for eggs, fresh milk, some fats, strawberries, orange juice and canned vegetables.

The housing index rose 0.3 per cent from 134.5 to 134.9 as both the shelter and household operation components moved to higher levels. In shelter, both rents and home-ownership were up.

The movement in rents, the first in almost a year, reflected changes attributable to the traditional moving month of May. In household operation, prices were higher for furniture, floor coverings, utensils and equipment. Lower prices were recorded for textiles, and supplies and services, the latter index reflecting lower premiums for insurance on household effects.

The clothing index was up 0.3 per cent from 112.8 to 113.1 as a result of price increases for men's and children's wear, piece goods, and clothing services, which includes laundry, dry cleaning and shoe repairs. Women's wear prices were lower.

The transportation index was unchanged at 140.4. Somewhat higher prices for gasoline, train and bus fares were not sufficient to move the group index.

The health and personal care index remained at its May level of 158.2. The health care component was lower as a result of price decreases for pharmaceuticals but the personal care index moved up due to higher prices for personal care items, including toothpaste, shaving cream and razor blades.

The recreation and reading index declined 0.1 per cent, from 147.1 to 147.0. Lower prices for bicycles and camera film in recreation offset higher prices for sports equipment. The reading index was unchanged.

The tobacco and alcohol index remained unchanged at its May level of 117.9.

Group indexes in June 1961 were: food 123.5, housing 132.9, clothing 112.5, transportation 141.2, health and personal care 155.0, recreation and reading 145.8, and tobacco and alcohol 115.8.

*See Table F-1 at back of book.

City Consumer Price Indexes, May 1962

Consumer price indexes (1949=100) declined between April and May in eight of the ten regional cities, with decreases ranging from 0.1 per cent in Vancouver to 0.6 per cent in Halifax. The index for St. John's rose 0.2 per cent. The Edmonton-Calgary index was unchanged*.

Food indexes fell in all cities except St. John's, where the index rose 0.3 per cent. Decreases ranged from 0.3 per cent in Vancouver to 1.9 per cent in Halifax. Housing indexes were up in five cities, down in two, and unchanged in three. In five cities there were lower indexes for clothing, in one the index was higher, and in four it remained unchanged. The index for transportation rose in four cities, fell in five, and held steady in the other. There were four higher indexes for health and personal care, one lower and five unchanged. Six cities had higher recreation and reading indexes; four cities had unchanged indexes. Six tobacco and alcohol indexes were unchanged while two rose and two fell.

Regional consumer price index point changes between April and May were as follows: Halifax —0.8 to 129.2; Ottawa —0.5 to 131.2; Toronto —0.4 to 131.7; Saskatoon-Regina —0.4 to 126.9; Saint John —0.3 to 130.8; Montreal —0.3 to 130.2; Winnipeg —0.2 to 128.7; Vancouver —0.1 to 129.1; St. John's +0.2 to 117.6†. Edmonton-Calgary remained unchanged at 125.5.

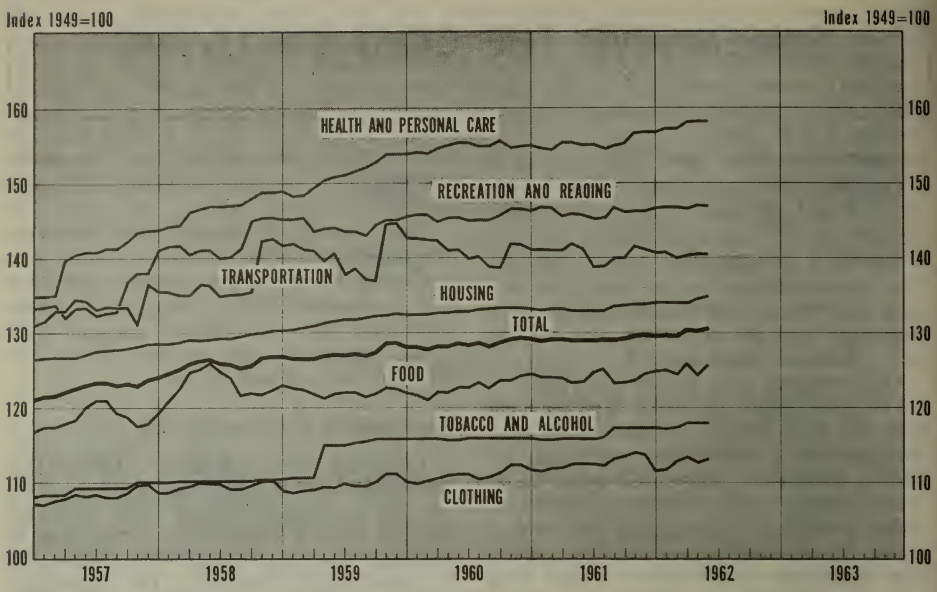
Wholesale Price Index, May 1962

Canada's general wholesale price index (1935-39=100) rose 0.7 per cent in May to 239.1 from 237.4 in April, a point 3.4 per cent above last year's May index of

*See Table F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX



231.2. Five of the eight major group indexes were higher and the remaining three were lower.

Non-ferrous metals products group index advanced 3.2 per cent to 194.8 from 188.7, the wood products group index rose 1.7 per cent to 317.0 from 311.7, the vegetable products group index increased 1.1 per cent to 212.5 from 210.2, the textile products group index edged up 0.7 per cent to 239.6 from 237.9, and the chemical products group index was little changed at 190.4 versus 190.3.

The animal products group index declined 0.7 per cent to 254.4 from 256.2; the non-metallic minerals group index eased off to 187.4 from 187.8 and the iron products group index to 256.9 from 257.1.

The residential building materials price index (1935-39=100) moved up 0.5 per cent in May to 295.8 from 294.3 in April; on the 1949 base, the index rose to 129.7 from 129.1.

The price index for non-residential building materials (1949=100) remained steady in May at 131.6.

U.S. Consumer Price Index, May 1962

The United States consumer price index (1957-59=100) was unchanged at 105.2 between April and May. The pause followed three successive rises to the record high reached in April. The May index was 1.3 per cent higher than that in the same month of 1961.

British Index of Retail Prices, April 1962

The British index of retail prices (Jan. 16, 1962=100) rose from 100.5 to 101.9 between mid-March and mid-April. The increase was mainly the result of higher prices for potatoes and other fresh vegetables.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette.*

List No. 165

Agriculture

1. BRITNELL, GEORGE EDWIN. *Canadian Agriculture in War and Peace, 1935-50,* by G. E. Britnell and V. C. Fowke. Stanford, Cal., Stanford University Press, 1962. Pp. 502.

"Sets out the basic elements of agricultural policy and the conditions of food supply in Canada during the Second World War."

2. HAMMOND, RICHARD JAMES. *Food.* London, HMSO; Longmans, Green, 1951-1962. 3 vols.

Contents: V.1. The Growth of Policy. V.2 and 3. Studies in Administration and Control. These volumes are released in the series of Official Histories of the Second World War, issued by the British Government.

Annual Reports

3. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1961.* Winnipeg, 1962. Pp. 31.

4. UNITED STATES. DEPARTMENT OF LABOR. *Annual Report, 1961.* Washington, GPO, 1962. Pp. 302.

Canada at Work Broadcasts

The following 10 broadcasts were sponsored and published by the federal Department of Labour at the end of 1961 and in 1962.

5. BISSELL, CLAUDE THOMAS. *Conference on Education.* Pp. 3.

Excerpts from the keynote address given at the opening of the Second Canadian Conference on Education held in Montreal in March 1962, by the President of the University of Toronto and former Chairman of the Canada Council.

6. CANADA. DEPARTMENT OF LABOUR. *Anti-Discrimination—a Film and its Results.* Pp. 4.

A talk about a film, "A Day in the Night of Jonathan Mole," made by the National Film Board for the federal Department of Labour. The film is concerned with racial discrimination.

7. CANADA. DEPARTMENT OF LABOUR. *Home Improvements in Winter.* Pp. 5.

A conversation between Frank Ellis, Manager of the Home Improvement Division of Allied Building Supplies in Ottawa, and George Blackburn, Director of Information, Department of Labour, Ottawa. They discuss the advantages of making home improvements during winter months.

8. DICKENS, H. B. *Building Houses in Winter.* Pp. 4.

The speaker, who is associated with the Division of Building Research, National Research Council, tells how winter construction of houses is carried on.

9. HAYES (MRS.) SAUL. *Winter Employment.* Pp. 4.

The speaker, President of the National Council of Women of Canada, told of some of the ways women can help to alleviate winter unemployment.

10. MCCALLUM, FRANK. *The National Employment Committee.* Pp. 4

The speaker is Chairman of the National Employment Committee which advises and assists the Unemployment Insurance Commission in carrying out the operations of the National Employment Service.

11. PORTER, JOHN. *Fair Employment and the Fair Career.* Pp. 4.

The speaker, a professor in the Department of Sociology at Carleton University, spoke about the law and fair employment.

12. ROYCE, MARION V. *The I.L.O. and Women.* Pp. 5.

Tells how the International Labour Organization helps women workers.

13. STARR, MICHAEL. *Winter Employment.* Pp. 4.

The Minister of Labour tells what the federal Government is doing to aid winter employment.

14. THOMSON, WILLIAM. *Winter Employment.* Pp. 4.

The speaker, Director of the National Employment Service, tells how the winter employment campaign is helped at the community level across the country.

Commerce

15. U.S. BUREAU OF THE CENSUS. *U.S. Commodity Exports and Imports as related to Output, 1958.* Washington, GPO, 1962. Pp. 50.

16. U.S. BUREAU OF THE CENSUS. *U.S. Commodity Exports and as related to Output, 1958.* Prepared under the direction of Harold T. Goldstein. Washington, GPO, 1961.

Economic Policy

17. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Fiscal and Monetary Policy for High Employment; a Statement on National Policy by the Research and Policy Committee of the C.E.D.* New York, 1962. Pp. 59.

The Research and Policy Committee of the CED makes recommendations on the following:

budgetary policy, budgetary procedures, adjusting taxes and expenditures, the role of monetary policy, and action dealing with recessions.

18. NEUFELD, EDWARD PETER. *Bank of Canada Operations and Policy*. Toronto, University of Toronto Press, 1958. Pp. 253.

". . . Deals with four aspects of central banking in Canada: the relationship between the Bank of Canada and the Government; the nature of the Bank's various objectives; the development and nature of the Bank's control techniques; and the operations of the Bank during periods of peacetime unemployment, war, and postwar readjustments and inflation."

19. THEIL, HENRI. *Economic Forecasts and Policy*, by H. Theil, assisted by J. S. Cramer, H. Moerman [and] A. Russchen. 2nd rev. ed. Amsterdam, North-Holland Pub. Co., 1961. Pp. 567.

Education

20. CANADA. WOMEN'S BUREAU. *Vocational and Technical Training for Girls at High School, Post-High-School and Trade School Levels of Education in Canada*. Ottawa, Queen's Printer, 1961. Pp. 45.

Outlines courses that are available for girls, giving details on the length of the course and financial assistance available for further education. Includes an index listing occupations or fields of work with page reference.

21. CLARKE, S. C. T. *The Cameron Report; a Condensation of the Royal Commission on Education in Alberta*. Edmonton, Alberta Teachers' Association, 1960.

Comprises the March 1960 issue of the ATA magazine, the official organ of the Alberta Teachers' Association. The report of the Alberta Royal Commission on Education was presented in 1959. Senator Donald Cameron was chairman.

22. DEWITT, NICHOLAS. *Education and Professional Employment in the U.S.S.R.* Washington, National Science Foundation, 1961. Pp. 856.

The author, an "internationally recognized authority on Soviet education and professional manpower resources," associated with the Russian Research Center at Harvard University, has based his book on Russian official data as well as on Western reports, accounts of visitors to Russia, and other sources of information.

23. KIDD, JAMES ROBBINS. *How Adults Learn*. New York, Association Press, 1959. Pp. 324.

Contents: Learning throughout Life. The Adult Learner. Physical and Sensory Capacity. Intellectual Capacities. Feelings and Emotions. Motivations, Interests, and Attitudes. Theories of Learning. Some Fields of Practice. The Environment for Learning—Forms and Devices. The Teaching-Learning Transaction. The Teacher in the Learning Transaction.

24. PIGOTT, ARTHUR V. *Education and Employment*. Ottawa, Canadian Conference on Education, 1961. Pp. 79.

Emphasizes the need for secondary or vocational education. This paper was prepared for the Second Canadian Conference on Education held in Montreal in March 1962.

25. SHEFFIELD, EDWARD FLETCHER. *Admission to University, 1961*. [Ottawa] Canadian Universities Foundation, [1962]. Pp. 4.

26. SHEFFIELD, EDWARD FLETCHER. *Enrolment in Canadian Universities and Colleges to 1970-71 (1961 Projection)*. Ottawa, Canadian Universities Foundation, 1962. Pp. 15.

English and French in parallel columns.

27. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Public Support of Education; Reports of National Teachers Association*. Washington, 1958. Pp. 52.

Includes reports from member organizations on public support for education. The four main aspects considered were economic aspects, promotion of public support, government support, and advances in recent years.

Labouring Classes

28. INDUSTRIAL RELATIONS COUNSELORS, INC. *A profile of the Teamsters Union*. New York, 1961. Pp. 47.

An examination of the largest and wealthiest single labour union in the U.S.

29. INTERNATIONAL LABOUR OFFICE. *Equality of Treatment of Nationals and Non-Nationals in Social Security*. Fifth item on the agenda. Geneva, 1961-1962. 2 vols. At head of title: Report 5(1)-(2). International Labour Conference. 46th Session, Geneva, 1962.

Part 1 contains a proposed convention and proposed recommendation on this topic. Part 2 contains replies from 73 member governments.

30. STONE, MORRIS. *Labor-Management Contracts at Work; Analysis of Awards reported by the American Arbitration Association*. New York, Harper, c1961. Pp. 307.

"The purpose of this volume is to illustrate contract interpretation problems resolved by arbitrators in 10 critical areas of employer-employee relations." Some of the topics considered are layoffs, seniority and ability, call-in pay, holidays, vacations, overtime, discharges, discipline, shop stewards, etc.

31 WHYTE, WILLIAM FOOTE. *Men at Work*. Homewood, Ill., Dorsey Press, 1961. Pp. 593.

Explores human relations in industry. Presents case studies, most of which are drawn from the author's own field of research experience.

National Industrial Conference Board

32. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Directorship Practices*, by John R. Kinley. New York, 1962. Pp. [144].

Shows trends in the relationships between companies and their directors. Contains information on fees and retainers paid by more than 900 companies. Contents of study: Size and Composition of the Board. Election of Directors. Compensation. Tenure and Retirement, Functions and Duties of Directors.

Legal Responsibilities of Directors. Board Meetings and Reports to Directors. Committees of the Board.

33. National Industrial Conference Board. *Growth Patterns in Industry: a Re-examination,* by J. Frank Gaston. New York, c1961. Pp. 94.

Concerned with measurements of the rates of growth of 32 industries in the U.S. over the last 40 years.

34. National Industrial Conference Board. *Measuring Advertising Results,* by Harry Deane Wolfe, James K. Brown [and] G. Clark Thompson. New York, c1962. Pp. 177.

Describes the methods used by several companies to measure the results of their advertising and includes 98 case examples. Also describes and evaluates the nine basic ways of measuring advertising results.

Occupations

35. McMaster University, Hamilton, Ont. Student Personnel Services. *Occupational Survey, McMaster University Graduates of 1950-1959.* [Hamilton, 1961?]. 1 vol. (unpaged).

A survey based on reports of 1996 graduates of McMaster University. Lists occupational titles in alphabetical order under each of the university courses.

36. Norris, Willa. *The Information Service in Guidance: Occupational, Educational, Social,* by Willa Norris, Franklin R. Zeran [and] Raymond N. Hatch. Chicago, Rand McNally, 1960. Pp. 598.

37. U.S. Interagency Advisory Committee on Essential Activities and Critical Occupations. *List of Currently Essential Activities; List of Currently Critical Occupations.* Washington, 1961. Pp. 19.

Prices

38. Organization for European Economic Co-operation. *The Problem of Rising Prices,* by William Fellner [and others. Paris, 1961]. Pp. 489.

Report of a group of independent experts appointed by the Council of the O.E.E.C.

Summarizes the record of rising prices and examines four causes of rising prices and some aspects of balance-of-payments management.

39. Wonnacott, Ronald Johnston. *Canadian-American Dependence; an Inter-industry Analysis of Production and Prices.* Amsterdam, North-Holland Publishing Company, 1961. Pp. 143.

"Part 1 provides the results of a concentrated study into the pattern of production and trade in the United States and Canada. Part 2 is an investigation into the extent to which the Canadian price structure is vulnerable to changing prices in the U.S. and elsewhere."

Unemployment

40. Northwestern Ontario Commission on Employment. *Report.* Port Arthur, Northwestern Ontario Development Association, 1961. Pp. 9.

41. Princeton University. Industrial Relations Section. *The Economics of Unemployment Compensation,* by Richard A. Lester. Princeton, 1962. Pp. 137.

"Examines the business-cycle aspects of unemployment compensation, the economic significance of unemployment taxes and their effects on interstate competition for business, and the consequences of labour-force developments for unemployment insurance."

Wages and Hours

42. Australia. Bureau of Census and Statistics. *Minimum Weekly Wage Rates, January 1957 to June 1961.* Canberra, 1961. Pp. 15.

43. Bowen, William Gordon. *The Wage-Price Issue; a Theoretical Analysis.* Princeton, N.J., Princeton University Press, 1960. Pp. 447.

"A project of the Industrial Relations Section, Princeton University." A discussion on the various aspects of inflation.

44. Bureau of National Affairs, Washington, D.C. *The New Wage and Hour Law,* by the Editorial Staff of Labor Relations Reporter, under the direction of Howard J. Anderson. [Rev. and enl. ed., Washington, 1961]. Pp. 129, 237.

Includes new rules of coverage, new exemptions, how to compute hours and overtime, how minimum wage applies, and a complete legislative history of the 1961 amendments.

Miscellaneous

45. Conference on Research in Income and Wealth. *Trends in the American Economy in the Nineteenth Century.* Princeton, Princeton University Press, 1960. Pp. 780.

Papers presented at the joint sessions of the Economic History Association and the Conference on Research in Income and Wealth, held in Williamstown, Mass., in September 1957. Contains articles by O. J. Firestone on "Development of Canada's Economy, 1850-1900," and "Canada's External Trade and Net Foreign Balance, 1851-1900," also another article on "Canadian Balance of Payments since 1868," by Penelope Hartland.

46. Conference on Statistics, Queen's University, Kingston, Ont., 1960. Papers. Edited by E. F. Beach and J. C. Weldon. Toronto, University of Toronto Press, c1962. Pp. 314.

Contents: Historical Estimates of Internal Migration in Canada, by Kenneth Buckley. The "Mass Society" and "Community" Analysis of the Social Present, by R. E. DuWors, R. Batson [and] M. Daffron. Canadian Criminal Statistics, by P. J. Giffen. The Postwar Rise of the Crude Petroleum Industry in Canada, by

E. J. Janson. Salaries of Engineers and Scientists, 1951, by G. Rosenbluth. The Distribution and Functions of Canadian Engineers and Scientists, by D. N. Solomon and A. M. Fergusson. The Structure and Growth of the Canadian Air Transport Industry, by K. W. Studnicki-Gizbert. The Canadian Manufacturing Industry, 1900-57, by T. R. Vout.

47. MICHAEL, DONALD N. *Cybernation: The Silent Conquest*. Santa Barbara, Center for the Study of Democratic Institutions, c1962. Pp. [48].

A report to the Center for the Study of Democratic Institutions. The word "cybernation" is used to refer to both automation and computers. Lists the advantages and the problems of cybernation.

48. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *European Housing Trends and Policies in 1960*. Geneva, United Nations, 1961. Pp. 55.

49. WAINBERG, J. M. *Company Meetings, including Rules of Order*. Toronto, Canada Law Book Company, 1961. Pp. 259.

Decisions of the Umpire

(*Continued from page 870*)

manner because, if the claimant was not registered for employment, it was because of her non-availability for work during the period in question and not of her negligence to make her claim in the prescribed manner.

On December 6 also, the insurance officer sent copies of all the appeal documents to the claimant and at the same time sent her a letter reminding her that she had the right, within 10 days, to "submit a memorandum of observations or representations to be considered by the Umpire." To date, no such memorandum has been submitted either by her or any other person on her behalf.

Considerations and Conclusions: A claimant's availability for work is a question of fact and, as stated by the insurance officer in his appeal, that question must be decided in taking into account the particular circumstances of each case.

According to the evidence, the claimant clearly stated that when she filed her application for benefit, she was not available for work "during the holidays and during the week of repairs," and at no time thereafter did she adduce valid proof to the contrary.

As the claimant's intention not to work during the entire period of time in question was clearly established in her case, the board of referees should not, in the absence of additional evidence, have considered her available for any part of the same period. The fact that the claimant's fellow-workers had, so far as they were concerned, established that they were available during the same period, did not justify the board of referees in granting her benefit to which neither the Act nor equity gave her any right.

I consequently decide to allow the insurance officer's appeal.

Canadian Railway Board of Adjustment

(*Continued from page 855*)

but had done "nothing more than a straight set-off of cars on one track." The train had been made up at Sarnia in such a way as to make switching at Chatham unnecessary.

This case was heard by a referee appointed by the Minister of Labour at the request of the Board of Adjustment, and his award constituted the decision of the Board in the case.

In his award, the referee noted that the company claimed the right to order road crews to perform yard duties any day of the week on which yard engines were not on duty, as long as they did no switching, but only straight set-offs.

He pointed out that the kind of work for which the claim was being made was considered as yard work on six days of the week.

He also said that "the spirit of the agreement evidently contemplates the receiving of extra pay on the part of yardmen performing road work and on the part of roadmen performing yard work."

The referee stated that the weight of the evidence, including the "unmitigated admissions made by the company," had convinced him of the validity of the union's claim. He ordered that the engineer and the fireman should be paid whatever extra pay they were entitled to for the switching performed, "which normally should have been performed by a yard crew."

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 23, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,752	611	1,868	2,484	1,176	613
Men	4,914	464	1,386	1,762	853	449
Women	1,838	147	482	722	323	164
14–19 years	693	70	215	239	117	52
20–24 years	869	89	284	281	147	68
25–44 years	3,014	252	850	1,123	512	277
45–64 years	1,948	177	469	752	352	198
65 years and over	228	23	50	89	48	18
Employed	6,451	566	1,763	2,392	1,150	580
Men	4,671	425	1,294	1,694	835	423
Women	1,780	141	469	698	315	157
Agriculture	687	45	131	173	306	32
Non-agriculture	5,764	521	1,632	2,219	844	548
Paid Workers	5,302	462	1,492	2,060	789	499
Men	3,709	338	1,057	1,428	530	356
Women	1,593	124	435	632	259	143
Unemployed	301	45	105	92	26	33
Men	243	39	92	68	18	26
Women	58	*	13	24	*	*
Persons not in the Labour Force	5,465	624	1,628	1,787	909	517
Men	1,160	151	339	344	203	123
Women	4,305	473	1,289	1,443	706	394

* Less than 10,000.

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TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JUNE 23, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14—19 years all persons	20—64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,217	1,815	3,566	959	3,649	912	1,316
Labour force	6,752	693	3,456	872	866	637	228
Employed	6,451	606	3,343	808	851	622	221
Unemployed	301	87	113	64	15	15	*
Not in labour force	5,465	1,122	110	87	2,783	275	1,088
Participation rate[2]							
1962, June 23	55.3	38.2	96.6	90.9	23.7	69.8	17.3
May 19	54.0	33.1	96.7	88.5	23.1	69.5	17.3
Unemployment rate[3]							
1962, June 23	4.5	12.6	3.3	7.3	1.7	2.4	*
May 19	5.1	10.4	4.4	9.5	1.9	2.7	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED JUNE 23, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	June 1962	May 1962	June 1961
Total unemployed	301	336	370
On temporary layoff up to 30 days	11	12	16
Without work and seeking work	290	324	354
Seeking full-time work	268	307	332
Seeking part-time work	22	17	22
Seeking under 1 month	110	62	86
Seeking 1—3 months	69	93	101
Seeking 4—6 months	42	88	72
Seeking more than 6 months	69	81	95

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
March.....	44.5	426.4	144.4	.....	.....	.....	.....	.....	.....	1,482.3
April.....	43.2	430.9	148.1	.....	.....	.....	.....	.....	.....	1,508.8
May.....	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June.....	46.3	457.5	165.5	.....	.....	.....	.....	.....	.....	1,629.4
July.....	46.2	451.2	166.9	.....	.....	.....	.....	.....	.....	1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	-1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December...	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February..	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March*....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April†.....	45.0	465.1	153.6	.....	.....	.....	.....	.....	.....	1,613.2

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees-at April 1962 employers in the principal non-agricultural industries reported a total employment of 2,784,629. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners from whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100)[1]		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
			$			$
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961						
April	112.6	181.8	78.12	105.4	184.1	80.95
May	117.2	181.6	78.00	108.4	183.6	80.72
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December*	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March*	115.2	187.2	80.41	109.6	189.3	83.23
April†	116.7	186.7	80.21	110.3	189.1	83.14

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1962	Mar. 1962	Apr. 1961	Apr. 1962	Mar. 1962	Apr. 1961
				$	$	$
Provinces						
Newfoundland	117.7	113.3	107.0	73.07	74.17	70.69
Prince Edward Island	114.6	112.0	111.2	61.53	59.53	59.29
Nova Scotia	90.8	87.8	86.4	65.67	65.91	63.97
New Brunswick	92.6	97.0	88.7	65.93	67.57	64.55
Quebec	116.2	114.6	112.3	77.57	78.02	75.60
Ontario	119.8	118.0	115.1	83.27	83.22	80.80
Manitoba	106.9	105.8	105.1	74.83	74.94	72.78
Saskatchewan	116.9	113.5	116.8	75.98	75.90	73.38
Alberta (including Northwest Territories)	149.0	148.9	143.9	81.21	81.97	79.41
British Columbia (including Yukon)	111.4	110.4	108.8	87.14	87.10	86.03
Canada	**116.7**	**115.2**	**112.6**	**80.21**	**80.41**	**78.12**
Urban areas						
St. John's	129.6	121.3	117.7	59.79	59.46	57.09
Sydney	72.5	64.6	74.2	77.51	78.27	75.10
Halifax	119.2	126.0	113.3	67.84	68.01	64.12
Moncton	103.0	100.7	99.2	61.73	62.37	60.06
Saint John	105.9	117.9	95.4	64.21	67.59	62.47
Chicoutimi—Jonquiere	105.8	100.3	107.9	97.15	95.93	97.78
Quebec	116.8	113.9	108.5	68.47	68.19	66.74
Sherbrooke	103.2	105.3	97.3	66.78	66.38	64.21
Shawinigan	100.8	100.1	101.5	85.89	87.79	86.06
Three Rivers	112.5	108.6	108.5	72.26	74.53	73.28
Drummondville	57.6	58.7	75.0	65.49	66.04	63.49
Montreal	125.4	124.0	121.7	79.27	79.57	76.85
Ottawa—Hull	129.8	127.7	122.1	74.25	75.03	72.87
Kingston	112.8	111.9	116.7	77.42	77.92	76.74
Peterborough	94.1	92.8	88.7	90.04	89.58	85.01
Oshawa	185.3	181.3	172.2	104.88	96.59	90.44
Toronto	134.6	133.2	128.7	83.52	83.77	81.41
Hamilton	111.3	109.1	105.9	89.23	89.63	86.77
St. Catharines	110.2	109.2	105.1	94.28	93.17	89.96
Niagara Falls	96.1	92.2	92.3	83.19	84.06	83.24
Brantford	80.8	78.8	82.2	75.23	75.72	75.11
Guelph	119.6	118.4	115.8	73.75	73.94	71.29
Galt	111.4	109.1	105.2	71.90	72.85	69.65
Kitchener	127.0	124.9	117.0	74.96	75.44	73.33
Sudbury	144.0	142.2	146.1	92.04	91.97	91.55
Timmins	88.1	87.4	90.5	72.49	73.64	71.18
London	132.6	131.0	125.1	75.47	76.25	74.03
Sarnia	130.5	126.4	123.0	104.60	103.46	100.26
Windsor	72.9	64.0	72.7	90.12	89.16	87.17
Sault Ste. Marie	145.7	138.9	135.2	100.65	101.15	99.46
Ft. William—Pt. Arthur	99.3	93.9	105.0	79.23	80.64	80.93
Winnipeg	107.8	106.4	107.4	71.95	71.89	70.23
Regina	133.7	128.4	129.6	75.71	75.95	72.00
Saskatoon	132.6	129.4	134.3	70.74	70.22	69.68
Edmonton	193.1	189.9	177.9	75.88	76.09	74.07
Calgary	173.6	172.3	166.7	80.36	80.27	75.86
Vancouver	111.5	110.1	109.3	85.27	85.24	84.35
Victoria	112.1	112.6	104.8	79.78	79.23	78.07

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, APRIL, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1962	Mar. 1962	Apr. 1961	Apr. 1962	Mar. 1962	Apr. 1961
				$	$	$
Mining	**113.3**	**114.3**	**111.8**	**98.15**	**99.19**	**95.16**
Metal mining	130.1	129.1	130.3	99.49	98.97	96.35
Gold	68.4	68.2	70.7	81.41	81.58	77.56
Other metal	187.4	185.6	185.9	105.63	104.91	103.01
Fuels	80.1	86.0	76.5	101.22	104.88	96.54
Coal	37.9	34.1	37.5	74.50	75.75	71.35
Oil and natural gas	252.1	297.7	244.7	117.61	118.51	113.14
Non-metal	135.6	130.7	131.0	86.99	89.14	87.46
Manufacturing	**110.3**	**109.6**	**105.4**	**83.14**	**83.22**	**80.95**
Durable goods	114.7	113.3	107.5	89.59	89.62	86.90
Non-durable goods	106.7	106.5	103.6	77.34	77.52	75.77
Food and beverages	107.7	105.1	104.5	74.02	74.01	72.72
Meat products	129.6	127.7	128.7	82.73	82.69	80.97
Canned and preserved fruits and vegetables	82.8	78.4	71.1	68.01	68.17	68.55
Grain mill products	97.5	98.2	98.9	79.59	79.59	78.37
Bread and other bakery products	109.6	108.6	107.6	68.47	67.85	66.59
Distilled and malt liquors	94.2	92.4	97.0	100.24	100.65	96.09
Tobacco and tobacco products	99.7	109.7	77.9	74.99	73.33	80.87
Rubber products	102.3	101.6	96.0	84.44	85.91	82.27
Leather products	88.6	89.9	85.6	54.70	56.50	53.89
Boots and shoes (except rubber)	96.0	97.3	91.9	52.11	54.32	50.95
Textile products (except clothing)	77.8	77.8	76.7	65.54	66.44	64.14
Cotton yarn and broad woven goods	74.2	75.1	69.8	61.73	63.79	60.81
Woollen goods	59.7	58.7	59.5	61.41	62.43	60.43
Synthetic textiles and silk	77.2	78.5	81.8	72.60	72.89	70.11
Clothing (textile and fur)	91.4	94.0	89.1	51.69	52.92	50.25
Men's clothing	94.0	95.9	90.2	50.34	51.79	49.01
Women's clothing	99.6	104.4	98.5	53.76	54.39	52.25
Knit goods	71.2	73.8	69.4	51.02	51.51	49.70
Wood products	101.5	102.8	97.2	70.36	71.58	70.33
Saw and planing mills	101.7	104.1	97.4	72.33	74.03	73.56
Furniture	112.6	111.7	105.9	68.54	68.56	66.09
Other wood products	78.6	78.9	79.1	62.72	63.78	61.98
Paper products	122.2	120.9	120.9	96.34	96.76	96.23
Pulp and paper mills	121.8	120.4	121.9	103.78	104.36	104.45
Other paper products	123.2	122.2	118.7	78.93	79.06	76.45
Printing, publishing and allied industries	126.0	126.2	123.2	90.87	90.73	87.14
Iron and steel products	106.2	105.0	101.9	94.35	93.50	91.50
Agricultural implements	63.3	64.0	69.9	98.10	96.85	93.02
Fabricated and structural steel	148.1	146.9	142.0	95.09	95.50	92.72
Hardware and tools	104.5	104.7	98.3	82.89	83.52	82.03
Heating and cooking appliances	99.4	98.4	92.1	80.06	80.99	77.62
Iron castings	93.2	91.6	87.3	90.07	91.10	86.67
Machinery, industrial	122.3	122.1	113.0	90.78	91.28	88.23
Primary iron and steel	121.3	119.2	115.4	108.57	108.07	105.30
Sheet metal products	109.2	106.5	103.6	92.31	92.51	89.97
Wire and wire products	109.6	108.9	108.4	93.61	93.50	92.09
Transportation equipment	113.4	110.2	103.3	97.08	95.79	91.30
Aircraft and parts	257.9	262.9	257.0	94.96	96.64	95.44
Motor vehicles	113.8	101.0	103.3	114.89	111.82	98.87
Motor vehicle parts and accessories	112.5	110.8	101.9	98.40	95.54	90.85
Railroad and rolling stock equipment	56.2	56.1	53.0	86.23	84.36	81.08
Shipbuilding and repairing	146.7	146.1	113.7	85.83	87.20	85.39
Non-ferrous metal products	123.5	122.7	122.4	93.80	93.72	92.42
Aluminum products	136.7	135.2	135.3	91.47	91.91	90.58
Brass and copper products	103.4	103.8	100.6	89.75	90.22	86.72
Smelting and refining	138.4	136.8	142.2	102.44	101.81	99.89
Electrical apparatus and supplies	143.6	142.7	127.2	88.69	89.81	87.58
Heavy electrical machinery	104.6	103.4	96.1	97.14	96.84	95.19
Telecommunication equipment	255.3	257.3	210.4	86.84	88.01	87.82
Non-metallic mineral products	144.0	137.3	130.4	86.83	86.87	83.30
Clay products	86.0	82.5	78.8	79.65	79.10	77.56
Glass and glass products	164.3	156.6	149.5	83.41	83.91	80.07
Products of petroleum and coal	137.6	137.1	135.7	122.08	119.46	116.26
Petroleum refining and products	140.4	140.2	138.5	122.95	120.31	116.95
Chemical products	133.3	131.9	130.9	98.33	97.52	93.96
Medicinal and pharmaceutical preparations	121.8	122.5	118.8	85.80	85.75	83.15
Acids, alkalis and salts	155.1	154.3	153.4	109.49	109.00	105.10
Other chemical products	131.3	129.4	128.9	98.24	97.22	93.47
Miscellaneous manufacturing industries	141.4	140.9	132.6	72.69	73.67	72.28
Construction	**112.4**	**103.2**	**106.6**	**83.41**	**87.21**	**82.72**
Building and general engineering	110.8	104.0	105.1	90.13	94.25	89.82
Highways, bridges and streets	115.0	101.8	109.1	72.59	75.17	71.34
Electric and motor transportation	134.1	136.5	133.1	85.20	84.89	81.80
Service	**151.8**	**149.6**	**143.0**	**57.45**	**57.03**	**55.91**
Hotels and restaurants	129.2	127.1	124.8	43.36	43.16	42.45
Laundries and dry cleaning plants	129.1	125.5	119.6	49.93	49.83	48.79
Industrial composite	**116.7**	**115.2**	**112.6**	**80.21**	**80.41**	**78.12**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	April 1962	March 1962	April 1961	April 1962	March 1962	April 1961
				$	$	$
Newfoundland	42.1	42.3	41.0	1.70	1.74	1.78
Nova Scotia	41.2	40.6	40.7	1.65	1.64	1.61
New Brunswick	40.8	41.6	42.3	1.66	1.69	1.63
Quebec	41.2	42.0	41.5	1.69	1.68	1.64
Ontario	40.7	41.0	40.3	1.98	1.97	1.94
Manitoba	39.9	39.7	39.8	1.76	1.75	1.72
Saskatchewan	39.0	39.0	39.4	2.01	2.01	1.99
Alberta[1]	40.1	39.3	39.8	2.01	1.97	1.95
British Columbia[2]	37.5	38.1	38.4	2.28	2.27	2.24

[1] Includes Northwest Territories.

[2] Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1962	Mar. 1962	Apr. 1961	Apr. 1962	Mar. 1962	Apr. 1961	Apr. 1962	Mar. 1962	Apr. 1961
					$			$	
Mining	**41.5**	**42.0**	**41.4**	**2.18**	**2.17**	**2.13**	**90.40**	**91.28**	**88.04**
Metal mining	41.8	41.9	41.5	2.25	2.23	2.20	94.23	93.39	91.35
Gold	42.4	43.0	41.5	1.78	1.76	1.71	75.70	75.84	71.00
Other metal	41.6	41.5	41.6	2.43	2.40	2.39	100.92	99.79	99.17
Fuels	39.7	42.0	39.9	2.04	2.11	1.96	81.15	88.54	77.97
Coal	40.4	40.8	40.6	1.80	1.82	1.72	72.81	74.42	69.91
Oil and natural gas	38.5	43.3	38.7	2.48	2.39	2.37	95.72	103.21	91.49
Non-metal	42.0	42.3	42.6	1.98	2.00	1.97	83.21	84.89	84.10
Manufacturing	**40.6**	**41.0**	**40.6**	**1.88**	**1.87**	**1.84**	**76.51**	**76.68**	**74.56**
Durable goods	41.1	41.4	40.8	2.04	2.03	1.99	83.89	83.92	81.26
Non-durable goods	40.1	40.7	40.4	1.73	1.72	1.70	69.44	69.86	68.43
Food and beverages	40.3	40.4	40.6	1.67	1.67	1.65	67.30	67.33	67.10
Meat products	39.6	40.2	40.2	1.94	1.93	1.91	76.94	77.44	76.64
Canned and preserved fruits and vegetables	38.6	38.6	39.5	1.49	1.47	1.48	57.69	56.85	58.55
Grain mill products	42.0	41.6	42.2	1.80	1.80	1.74	75.76	75.14	73.55
Bread and other bakery products	41.5	41.2	41.8	1.51	1.50	1.46	62.64	61.68	61.29
Distilled liquors	38.8	39.8	40.3	2.17	2.15	2.09	84.19	85.33	84.22
Malt liquors	39.6	39.3	39.4	2.35	2.36	2.33	93.02	92.86	91.58
Tobacco and tobacco products	38.2	39.9	39.9	1.80	1.69	1.90	68.77	67.38	75.67
Rubber products	41.0	41.9	41.1	1.91	1.91	1.86	78.16	80.22	76.34
Leather products	39.0	41.2	39.7	1.27	1.26	1.24	49.69	51.87	49.10
Boots and shoes (except rubber)	38.5	41.1	39.2	1.23	1.21	1.18	47.34	49.88	46.41
Other leather products	40.1	41.2	40.8	1.37	1.37	1.35	55.20	56.55	55.05
Textile products (except clothing)	41.7	42.6	41.9	1.41	1.41	1.37	58.76	59.96	57.45
Cotton yarn and broad woven goods	40.1	41.3	40.4	1.45	1.45	1.40	57.98	59.95	56.43
Woollen goods	42.7	43.4	43.1	1.31	1.31	1.28	55.93	56.98	55.24
Synthetic textiles and silk	42.9	43.8	43.1	1.49	1.48	1.44	63.82	64.80	62.25
Clothing (textile and fur)	38.0	39.5	38.2	1.22	1.22	1.18	46.45	48.16	45.03
Men's clothing	37.8	39.4	37.6	1.21	1.21	1.18	45.69	47.60	44.29
Women's clothing	37.0	38.1	37.4	1.31	1.30	1.26	48.64	49.51	46.97
Knit goods	40.1	41.0	40.6	1.14	1.14	1.10	45.70	46.69	44.49
*Wood products	40.7	41.4	41.3	1.64	1.64	1.63	66.63	67.92	67.21
Saw and planing mills	39.6	40.9	41.0	1.76	1.75	1.75	69.68	71.62	71.74
Furniture	42.1	42.1	41.7	1.50	1.50	1.46	63.09	62.94	60.91
Other wood products	42.8	42.8	42.0	1.34	1.36	1.35	57.49	58.26	56.76
Paper products	41.0	41.1	41.6	2.20	2.21	2.17	90.24	90.72	90.28
Pulp and paper mills	41.0	41.0	41.8	2.37	2.39	2.34	97.22	97.89	98.05
Other paper products	41.1	41.2	41.0	1.75	1.75	1.69	71.91	72.00	69.37
Printing, publishing and allied industries	39.1	39.3	38.7	2.31	2.30	2.21	90.13	90.40	85.76
*Iron and steel products	41.2	41.3	40.6	2.17	2.17	2.13	89.42	89.63	86.70
Agricultural implements	40.7	41.1	40.3	2.22	2.24	2.19	90.28	91.93	88.20
Fabricated and structural steel	40.7	40.5	40.3	2.13	2.13	2.08	86.53	86.49	84.06
Hardware and tools	42.2	42.5	42.3	1.81	1.81	1.78	76.43	76.87	75.45
Heating and cooking appliances	40.5	40.9	39.3	1.84	1.84	1.80	74.36	75.27	70.63
Iron castings	42.0	42.6	40.9	2.06	2.06	2.00	86.35	87.57	81.92
Machinery, industrial	41.9	42.0	41.4	2.03	2.03	1.99	85.09	85.22	82.29
Primary iron and steel	40.3	40.1	39.9	2.58	2.58	2.53	104.04	103.32	100.88
Sheet metal products	41.3	41.4	40.7	2.12	2.11	2.10	87.55	87.56	85.64
Wire and wire products	41.5	41.5	41.6	2.11	2.11	2.08	87.76	87.54	86.34
*Transportation equipment	41.8	41.5	40.6	2.21	2.19	2.11	92.46	90.77	85.47
Aircraft and parts	40.4	41.4	42.1	2.12	2.14	2.10	85.74	88.53	88.42
Motor vehicles	44.9	43.8	39.6	2.48	2.44	2.30	111.46	106.78	91.24
Motor vehicle parts and accessories	42.8	42.0	40.6	2.20	2.17	2.11	94.07	91.01	85.52
Railroad and rolling stock equipment	40.0	39.4	39.8	2.10	2.09	1.97	84.13	82.22	78.37
Shipbuilding and repairing	39.7	40.3	40.7	2.12	2.13	2.05	84.01	85.74	83.32
*Non-ferrous metal products	40.4	40.6	40.5	2.16	2.14	2.14	87.21	87.16	86.55
Aluminum products	41.6	41.9	42.0	1.89	1.91	1.92	78.76	80.10	80.77
Brass and copper products	41.4	42.0	40.4	2.06	2.05	1.99	85.29	86.34	80.56
Smelting and refining	39.9	39.9	40.0	2.41	2.38	2.36	96.07	94.96	94.39
*Electrical apparatus and supplies	40.2	41.1	40.7	1.90	1.91	1.87	76.62	78.54	76.24
Heavy electrical machinery and equipment	40.9	40.9	40.7	2.12	2.12	2.08	86.79	86.81	84.83
Telecommunication equipment	39.8	41.1	40.6	1.75	1.75	1.76	69.55	72.14	71.29
Refrigerators, vacuum cleaners and appliances	39.3	40.0	40.6	1.93	1.94	1.90	75.92	77.52	77.03
Wire and cable	41.1	41.9	41.3	2.12	2.11	2.03	86.96	88.50	84.01
Miscellaneous electrical products	40.2	41.5	40.2	1.81	1.83	1.76	72.53	75.76	70.73
*Non-metallic mineral products	42.3	42.6	41.9	1.92	1.90	1.85	81.00	80.96	77.75
Clay products	42.3	41.9	42.2	1.74	1.73	1.69	73.58	72.52	71.17
Glass and glass products	40.6	41.4	40.6	1.91	1.88	1.85	77.32	77.98	75.25
Products of petroleum and coal	41.8	40.5	40.9	2.67	2.64	2.54	111.68	106.84	103.99
Chemical products	41.2	40.8	40.7	2.09	2.08	2.02	86.25	84.84	82.22
Medicinal and pharmaceutical preparations	39.6	39.9	40.0	1.60	1.61	1.56	63.56	64.35	62.25
Acids, alkalis and salts	40.9	40.7	40.5	2.39	2.39	2.33	97.99	97.19	94.20
Miscellaneous manufacturing industries	40.8	41.8	41.7	1.54	1.54	1.51	62.91	64.28	62.82
Professional and scientific equipment	40.4	40.8	41.0	1.85	1.85	1.82	74.93	75.69	74.87
Construction	**38.5**	**40.4**	**39.3**	**2.08**	**2.10**	**2.02**	**80.10**	**84.83**	**79.58**
Building and general engineering	38.5	40.5	39.4	2.26	2.27	2.20	87.07	91.95	86.81
Highways, bridges and streets	38.5	40.0	39.1	1.73	1.76	1.69	66.75	70.53	66.18
Electric and motor transportation	**43.4**	**43.7**	**43.0**	**1.97**	**1.95**	**1.89**	**85.43**	**84.97**	**81.08**
Service	**38.2**	**38.4**	**39.0**	**1.10**	**1.09**	**1.07**	**42.02**	**41.79**	**41.66**
Hotels and restaurants	38.0	38.3	38.5	1.07	1.05	1.04	40.44	40.33	40.19
Laundries and dry cleaning plants	40.3	40.2	41.0	1.05	1.05	1.03	42.30	42.06	42.17

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949–100)	
				Current Dollars	1949 Dollars
	No.	$	$	No.	
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 April	40.6	1.84	74.56	178.6	138.5
May	40.5	1.84	74.44	178.3	138.3
June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March*	41.0	1.87	76.68	183.7	141.0
April†	40.6	1.88	76.51	183.3	140.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Latest figures subject to revision.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission.)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
June 1957	21,843	17,643	39,486	180,521	85,981	266,502
June 1958	11,011	13,040	24,051	350,897	155,245	506,142
June 1959	14,579	16,464	31,043	193,774	114,377	308,151
June 1960	17,227	15,875	33,102	258,719	131,936	390,655
June 1961	15,103	16,445	31,548	268,284	125,447	393,731
July 1961	15,880	14,732	30,612	246,016	117,993	364,009
August 1961	14,963	17,850	32,813	216,245	104,695	320,940
September 1961	14,645	17,066	31,711	216,358	101,260	317,618
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962 (1)	R 22,026	R 20,999	R 43,025	329,391	126,461	445,852
June 1962 (1)	22,563	20,674	43,237	237,747	119,561	357,308

(1) Latest figures subject to revision

* Current Vacancies only. Deferred Vacancies are excluded

R-Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH MAY 1961 - MAY 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—May	229,959	88,523	89,371	41,316	81,694	30,861
June	230,718	100,318	81,236	47,267	73,620	37,793
July	231,069	98,915	74,950	44,374	66,017	37,286
August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	R 81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595

R-Revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING MAY 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from May 1961
Agriculture, Fishing, Trapping	**6,261**	**1,191**	**7,452**	**+ 1,598**
Forestry	**6,774**	**55**	**6,829**	**— 966**
Mining, Quarrying and Oil Wells	**1,628**	**75**	**1,703**	**+ 538**
Metal Mining	1,058	15	1,073	+ 497
Fuels	149	27	176	— 31
Non-Metal Mining	218	2	220	+ 14
Quarrying, Clay and Sand Pits	131	4	135	+ 30
Prospecting	72	27	99	+ 28
Manufacturing	**20,323**	**10,678**	**31,001**	**+ 9,001**
Foods and Beverages	2,810	2,709	5,519	+ 1,858
Tobacco and Tobacco Products	180	183	363	+ 232
Rubber Products	164	102	266	+ 113
Leather Products	278	451	729	+ 268
Textile Products (except clothing)	658	523	1,181	+ 411
Clothing (textile and fur)	611	2,419	3,030	+ 735
Wood Products	2,895	371	3,266	+ 744
Paper Products	1,358	358	1,716	+ 287
Printing, Publishing and Allied Industries	748	571	1,319	+ 357
Iron and Steel Products	3,870	609	4,479	+ 1,171
Transportation Equipment	2,856	309	3,165	+ 1,063
Non-Ferrous Metal Products	790	215	1,005	+ 331
Electrical Apparatus and Supplies	717	739	1,456	+ 589
Non-Metallic Mineral Products	847	136	983	+ 231
Products of Petroleum and Coal	104	19	123	+ 40
Chemical Products	812	334	1,146	+ 335
Miscellaneous Manufacturing Industries	625	630	1,255	+ 236
Construction	**20,214**	**225**	**20,439**	**+ 5,297**
General Contractors	14,153	136	14,289	+ 3,666
Special Trade Contractors	6,061	89	6,150	+ 1,631
Transportation, Storage and Communication	**11,109**	**513**	**11,622**	**+ 3,310**
Transportation	10,346	259	10,605	+ 2,928
Storage	523	41	564	+ 207
Communication	240	213	453	+ 175
Public Utility Operation	**572**	**90**	**662**	**+ 165**
Trade	**11,416**	**6,682**	**18,098**	**+ 5,245**
Wholesale	5,117	1,714	6,831	+ 2,257
Retail	6,299	4,968	11,267	+ 2,988
Finance, Insurance and Real Estate	**668**	**1,195**	**1,863**	**+ 467**
Service	**28,846**	**17,891**	**46,737**	**+ 9,196**
Community or Public Service	1,111	1,780	2,891	+ 455
Government Service	16,685	1,277	17,962	+ 4,983
Recreation Service	886	360	1,246	— 107
Business Service	1,901	849	2,750	+ 656
Personal Service	8,263	13,625	21,888	+ 3,209
GRAND TOTAL	**107,811**	**38,595**	**146,406**	**+33,851**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 31, 1962(1)

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	7,360	1,940	9,300
Clerical Workers	17,456	45,241	62,697
Sales Workers	7,538	15,882	23,420
Personal & Domestic Service Workers	34,546	22,669	57,215
Seamen	1,596	24	1,620
Agriculture, Fishing, Forestry (Ex. log.)	3,661	521	4,182
Skilled and Semi-Skilled Workers	154,142	17,974	172,116
Food and kindred products (incl. tobacco)	1,402	639	2,041
Textiles, clothing, etc.	3,044	10,847	13,891
Lumber and lumber products	28,401	106	28,507
Pulp, paper (incl. printing)	1,019	460	1,479
Leather and leather products	1,062	1,235	2,297
Stone, clay & glass products	490	35	525
Metalworking	11,613	786	12,399
Electrical	2,408	889	3,297
Transportation equipment	588	29	617
Mining	2,489	.....	2,489
Construction	33,493	8	33,501
Transportation (except seamen)	32,239	114	32,353
Communications & public utility	949	2	951
Trade and service	4,805	1,571	6,376
Other skilled and semi-skilled	20,809	939	21,748
Foremen	3,437	310	3,747
Apprentices	5,894	4	5,898
Unskilled Workers	103,092	22,210	125,302
Food and tobacco	3,746	6,741	10,487
Lumber & lumber products	13,612	342	13,954
Metalworking	4,205	487	4,692
Construction	51,638	.....	51,638
Other unskilled workers	29,891	14,640	44,531
GRAND TOTAL	**329,391**	**126,461**	**455,852**

(1) Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MAY 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) May 31, 1962	Previous Year May 31, 1961
Newfoundland	**19,298**	**20,335**
Corner Brook	4,741	4,950
Grand Falls	1,570	1,739
St. John's	12,987	13,646
Prince Edward Island	**2,602**	**3,145**
Charlottetown	1,624	1,820
Summerside	978	1,325
Nova Scotia	**23,213**	**26,455**
Amherst	897	987
Bridgewater	844	1,437
Halifax	4,925	6,150
Inverness	622	849
Kentville	2,008	2,778
Liverpool	505	609
New Glasgow	2,204	3,208
Springhill	803	1,106
Sydney	6,131	3,578
Sydney Mines	1,346	2,095
Truro	1,239	1,772
Yarmouth	1,689	1,886
New Brunswick	**21,031**	**27,241**
Bathurst	2,769	3,807
Campbellton	2,287	3,078
Edmundston	1,373	1,785
Fredericton	1,757	2,384
Minto	553	606
Moncton (2)	4,648	5,558
Newcastle	2,192	3,007
Saint John	2,605	3,103
St. Stephen	1,217	1,620
Sussex	392	579
Woodstock	1,238	1,714
Quebec	**148,226**	**178,756**
Alma	2,731	2,551
Asbestos	578	704
Baie Comeau	593	873
Beauharnois	979	1,340
Buckingham	1,037	1,208
Causapscal	2,329	2,308
Chandler	1,515	1,229
Chicoutimi	2,426	2,455
Cowansville	278	380
Dolbeau	1,840	1,933
Drummondville	2,056	2,068
Farnham	579	602
Forestville	1,002	990
Gaspé	1,533	1,407
Granby	1,761	2,087
Hull	2,959	3,590
Joliette	2,749	3,549
Jonquière	2,635	2,821
Lachute	634	589
La Malbaie	1,856	1,681
La Tuque	902	1,045
Lévis	2,554	3,481
Louiseville	777	1,043
Magog	399	525
Maniwaki	908	1,170
Matane	2,821	1,403
Mégantic	1,022	1,451
Mont-Laurier	889	1,141
Montmagny	1,869	2,413
Montréal	45,584	62,041
New Richmond	1,731	1,808
Port Alfred	1,229	1,201
Québec	10,880	12,297
Rimouski	4,316	3,926
Rivière du Loup	4,013	5,076
Roberval	1,622	1,705
Rouyn	3,441	4,316
Ste. Agathe des Monts	585	881
Ste. Anne de Bellevue	742	952
Ste. Thérèse	1,461	1,861
St. Hyacinthe	1,218	1,934
St. Jean	1,596	2,023
St. Jérome	978	1,377
Sept-Iles	1,827	3,017
Shawinigan	3,724	4,634
Quebec—Concluded		
Sherbrooke	4,180	4,250
Sorel	1,179	1,576
Thetford Mines	1,181	1,583
Trois-Rivières	3,837	4,749
Val d'Or	1,985	3,017
Valleyfield	1,976	2,046
Victoriaville	1,054	1,699
Ville St. Georges	3,676	2,750
Ontario	**129,635**	**176,751**
Arnprior	306	249
Barrie	1,185	1,246
Belleville	1,478	1,943
Bracebridge	736	658
Brampton	779	1,060
Brantford	1,781	2,494
Brockville	510	491
Carleton Place	171	295
Chatham	1,643	2,731
Cobourg	679	840
Collingwood	366	596
Cornwall	2,448	3,108
Elliot Lake	499	412
Fort Erie	343	570
Fort Frances	538	601
Fort William	2,232	2,350
Galt	863	2,034
Gananoque	215	266
Goderich	277	394
Guelph	1,277	2,243
Hamilton	10,457	14,528
Hawkesbury	586	586
Kapuskasing	1,572	1,992
Kenora	615	617
Kingston	1,866	1,943
Kirkland Lake	1,030	1,516
Kitchener	1,749	3,163
Leamington	505	1,360
Lindsay	628	508
Listowel	199	287
London	3,488	5,155
Long Branch	2,890	3,854
Midland	402	577
Napanee	410	565
Newmarket	1,065	1,341
New Liskeard (3)	472	.....
Niagara Falls	1,423	2,468
North Bay	1,113	1,755
Oakville	478	812
Orillia	566	1,016
Oshawa	3,103	4,111
Ottawa	4,714	6,125
Owen Sound	1,001	1,374
Parry Sound	333	292
Pembroke	1,417	1,939
Perth	504	461
Peterborough	2,564	3,546
Picton	154	213
Port Arthur	3,430	3,746
Port Colborne	687	817
Prescott	539	746
Renfrew	343	422
St. Catharines	3,465	3,953
St. Thomas	747	1,232
Sarnia	1,795	2,615
Sault Ste. Marie	1,877	2,897
Simcoe	566	930
Sioux Lookout	310	311
Smiths Falls	424	492
Stratford	521	665
Sturgeon Falls	704	703
Sudbury	3,195	4,529
Tillsonburg	125	559
Timmins	2,200	2,539
Toronto	30,973	44,124
Trenton	613	715
Walkerton	449	679
Wallaceburg	426	881
Welland	1,695	2,070
Weston	2,465	3,671
Windsor	7,816	9,638
Woodstock	640	1,132

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MAY 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) May 31, 1962	Previous Year May 31, 1961
Manitoba	**20,967**	**23,508**
Brandon	1,578	1,695
Dauphin	1,204	1,195
Flin Flon	163	186
Portage la Prairie	837	925
The Pas	475	363
Winnipeg	16,710	19,144
Saskatchewan	**12,382**	**15,988**
Estevan	273	303
Lloydminster	243	378
Moose Jaw	875	1,029
North Battleford	714	872
Prince Albert	2,017	1,771
Regina	2,686	2,947
Saskatoon	3,137	5,708
Swift Current	433	412
Weyburn	218	346
Yorkton	1,786	2,222
Alberta	**26,605**	**33,019**
Blairmore	459	579
Calgary	7,255	9,806
Drumheller	447	592
Edmonton	13,141	16,142
Edson	566	665
Grande Prairie	1,128	1,194
Lethbridge	1,693	1,885
Medicine Hat	733	853
Red Deer	1,183	1,303
British Columbia	**51,893**	**64,631**
Chilliwack	1,038	1,360
Courtenay	648	918
Cranbrook	1,151	1,231
Dawson Creek	1,432	1,395
Duncan	632	667
Kamloops	1,285	1,226
Kelowna	978	1,102
Kitimat	111	141
Mission City	719	994
Nanaimo	721	1,145
Nelson	716	891
New Westminster	7,518	8,510
Penticton	1,173	1,404
Port Alberni	578	640
Prince George	2,219	2,702
Prince Rupert	1,288	1,453
Princeton	391	462
Quesnel	1,564	1,386
Trail	682	905
Vancouver	22,055	29,136
Vernon	1,590	1,905
Victoria	3,071	4,490
Whitehorse	333	568
CANADA	**455,852**	**569,829**
Males	329,391	418,218
Females	126,461	151,611

(1) Preliminary subject to revision.

(2) Includes 254 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962, figures included with Kirkland Lake, Local Office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—March	4,095,000	3,407,500	687,500*
February	4,092,000	3,373,300	718,700*
January	4,208,000	3,509,500	698,500*
1961—December	4,196,000	3,594,800	601,200*
November	4,081,000	3,695,000	386,000*
October	3,991,000	3,722,300	268,700
September	3,966,000	3,736,800	229,200
August	3,987,000	3,757,700	229,300
July	3,971,000	3,715,700	255,300
June	3,943,000	3,676,100	266,900
May	3,891,000	3,550,000	341,000
April	4,126,000	3,412,900	713,100
March	4,210,000	3,372,000	838,000

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, APRIL, 1962

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,445	4,381	1,064	5,841	4,890	951	1,607
Prince Edward Island	1,127	852	275	1,237	1,128	109	232
Nova Scotia	10,671	6,828	3,843	11,445	10,302	1,143	2,200
New Brunswick	9,819	6,913	2,906	10,476	9,371	1,105	2,257
Quebec	53,848	37,356	16,492	56,673	48,347	8,326	14,663
Ontario	55,339	35,408	19,931	55,999	46,577	9,422	14,373
Manitoba	8,281	5,772	2,509	8,287	6,912	1,375	2,021
Saskatchewan	5,526	3,971	1,555	5,646	4,767	879	1,292
Alberta	11,827	8,374	3,453	12,113	10,059	2,054	2,756
British Columbia	19,416	12,225	7,191	20,438	16,608	3,830	5,007
Total, Canada, April 1962	181,299	122,080	59,219	188,155	158,961	29,194	46,408
Total, Canada, March 1962	225,813	157,663	68,150	229,044	198,236	30,808	53,264
Total, Canada, April 1961	209,551	144,114	65,437	234,788	205,470	29,318	44,895

* In addition, revised claims received numbered 64,975.

† In addition, 55,322 revised claims were disposed of. Of these, 4,638 were special requests not granted and 2,167 were appeals by claimants. There were 21,494 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, APRIL 30, 1962

(Counted on last working day of the month)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	April 28, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	564,478	92,874	46,659	79,020	73,038	78,482	74,684	119,721	44.4	713,147
Male	435,094	71,820	37,456	62,895	57,630	60,860	61,824	82,609	49.2	556,963
Female	129,384	21,054	9,203	16,125	15,408	17,622	12,860	37,112	28.0	156,184
Newfoundland	27,253	2,197	1,424	3,519	4,163	5,369	6,240	4,341	81.7	30,423
Male	25,552	2,026	1,350	3,333	3,935	5,049	6,012	3,847	83.4	28,490
Female	1,701	171	74	186	228	320	228	494	56.9	1,933
Prince Edward Island	4,826	368	206	329	513	963	1,534	913	75.4	5,059
Male	3,947	281	172	264	443	810	1,303	674	78.4	4,230
Female	879	87	34	65	70	153	231	239	62.3	829
Nova Scotia	33,560	5,243	2,294	3,598	3,635	5,993	5,495	7,302	56.9	38,539
Male	28,790	4,697	1,974	3,013	3,065	5,295	4,974	5,772	58.6	33,357
Female	4,770	546	320	585	570	698	521	1,530	46.7	5,182
New Brunswick	32,678	3,872	2,598	4,627	4,524	5,191	5,618	6,248	69.3	39,218
Male	27,756	3,378	2,409	4,184	4,010	4,498	4,861	4,416	71.9	33,788
Female	4,922	494	189	443	514	693	757	1,832	54.6	5,430
Quebec	174,620	28,042	14,165	26,703	25,263	23,706	22,425	34,316	45.6	228,346
Male	139,461	21,028	11,496	22,479	21,784	19,641	19,087	23,946	50.4	183,117
Female	35,159	7,014	2,669	4,224	3,479	4,065	3,338	10,370	26.6	45,229
Ontario	156,463	27,967	12,720	21,642	18,310	19,480	18,110	38,234	26.5	213,303
Male	109,444	20,077	9,268	15,321	12,660	13,167	13,899	25,052	28.9	152,934
Female	47,019	7,890	3,452	6,321	5,650	6,313	4,211	13,182	20.9	60,369
Manitoba	29,238	4,360	2,370	4,217	4,421	4,342	3,763	5,765	34.5	32,514
Male	22,487	3,427	1,865	3,302	3,278	3,297	3,073	4,245	39.9	25,443
Female	6,751	933	505	915	1,143	1,045	690	1,520	16.5	7,071
Saskatchewan	19,061	2,702	1,450	2,275	2,451	3,107	2,966	4,110	55.9	20,446
Male	14,738	2,209	1,165	1,752	1,845	2,294	2,474	2,999	61.6	16,188
Female	4,323	493	285	523	606	813	492	1,111	36.6	4,258
Alberta	33,537	7,493	3,977	5,132	4,573	4,305	3,234	4,823	68.9	37,687
Male	25,691	6,123	3,272	4,029	3,303	3,228	2,469	3,267	73.7	30,061
Female	7,846	1,370	705	1,103	1,270	1,077	765	1,556	53.3	7,626
British Columbia	53,242	10,630	5,455	6,978	5,185	6,026	5,299	13,669	33.4	67,612
Male	37,228	8,574	4,485	5,218	3,307	3,581	3,672	8,391	37.6	49,355
Female	16,014	2,056	970	1,760	1,878	2,445	1,627	5,278	23.5	18,257

TABLE E-4—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, APRIL 1962

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid $
Newfoundland		113,996	2,752,086
Prince Edward Island		20,845	448,066
Nova Scotia		122,068	2,818,201
New Brunswick		120,446	2,734,135
Quebec		673,341	16,625,251
Ontario		585,573	14,423,550
Manitoba		105,122	2,568,188
Saskatchewan		70,209	1,698,554
Alberta		112,793	2,863,516
British Columbia		189,560	4,715,581
Total, Canada, April 1962		2,113,953	51,647,128
Total, Canada, March 1962		2,810,753	68,826,613
Total, Canada, April 1961		2,691,331	64,540,203

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—June	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1962

1957 Weighted

(1949 = 100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	May 1961	April 1962	May 1962							
St. John's, Nfld.[1]	116.7	117.4	117.6	112.5	113.3	111.6	124.3	155.0	152.1	98.9
Halifax	128.0	130.0	129.2	119.6	133.9	123.2	138.9	160.1	163.1	123.9
Saint John	129.7	131.1	130.8	123.7	131.2	121.3	143.5	179.9	150.1	124.3
Montreal	127.9	130.5	130.2	129.3	134.0	106.0	160.5	164.4	141.6	118.7
Ottawa	129.0	131.7	131.2	123.6	137.0	118.0	154.0	163.0	142.6	123.9
Toronto	130.2	132.1	131.7	122.3	139.5	117.5	134.7	155.7	182.2	122.4
Winnipeg	126.6	128.9	128.7	126.5	129.0	117.7	132.5	172.0	139.3	120.6
Saskatoon-Regina	124.6	127.3	126.9	122.3	126.9	126.9	135.5	144.3	146.7	119.6
Edmonton-Calgary	124.2	125.5	125.5	118.9	127.0	120.4	130.3	162.4	141.9	119.6
Vancouver	129.1	129.2	129.1	124.3	133.9	116.7	137.4	150.1	146.5	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1] St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: May	35	50	12,182	106,320	0.10
June	22	39	12,404	127,790	0.12
July	28	41	8,806	94,680	0.09
August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MAY 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	...	...	...
Manufacturing	22	4,296	25,110
Construction	13	3,922	48,530
Transpn. & utilities	6	9,036	65,200
Trade	2	46	400
Finance	...	...	...
Service	2	33	460
Public administration	...	...	...
All industries	45	17,333	139,700

TABLE G-3—STRIKES AND LOCKOUTS, MAY 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Srikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	1	20	60
New Brunswick	1	42	1,020
Quebec	9	5,502	64,430
Ontario	22	4,236	22,230
Manitoba	3	338	2,880
Saskatchewan	...	...	...
Alberta	3	187	2,780
British Columbia	3	132	2,190
Federal	3	6,876	44,110
All jurisdictions	45	17,333	139,700

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1962

(Preliminary)

Figures in parentheses indicate the number of workers indirectly affected.

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			May	Accumulated		
MANUFACTURING						
Food and Beverages						
F. W. Fearman Co., Burlington, Ont	Teamsters Loc. 879 (Ind.)	165	1,820	1,820	May 16	Wages~
Textiles						
Canadian Celanese, Drummondville, Que.	Textile Workers' Union Loc. 1435 (AFL-CIO/CLC)	1,900	3,800	66,180	Mar. 17 May 2	Wages, hours, Rand formula, health plan, seniority~6¢ an hour the first year, 5¢ an hour the second year, other wage adjustments; seniority rights accepted in part; group insurance being studied.
Thor Mills Limited, Granby, Que.	Textile Federation (CNTU)	184	3,310	3,310	May 6	Wages, Rand formula seniority~
Wood						
Western Plywood (Alta.) Edmonton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	115	2,350	6,440	Mar. 15	Wages, hours, union security~
Paper						
Howard Smith Paper Mills, Cornwall, Ont.	Paper Makers Loc. 212 (AFL-CIO/CLC)	624	2,340	2,340	May 3 May 8	Weekly hours as affected by change from 7 to 6 day schedule~Return of workers pending grievance procedure.
Metal Fabricating						
Noront Steel Construction, Sudbury, Ont.	Boilermakers Loc. 128 (AFL-CIO/CLC)	508	510	510	May 4 May 7	Jurisdictional dispute between unions ~ Return of workers pending further discussions *re* jurisdiction.
Machinery						
Rockwell Mfg., Guelph, Ont.	Moulders Loc. 92 (AFL-CIO/CLC)	165	470	3,770	Apr. 3 May 4	Wages~Wage increase, improved fringe benefits.
CONSTRUCTION						
Builders Association of the Eastern Townships Sherbrooke, other centres Eastern Townships, Que.	Building Workers' Federation (CNTU)	2,500	40,000	70,000	Apr. 12 May 24	Working conditions, wages~ 10¢ an hour increase on signing of contract, 20¢ an hour Jan. 1, 1963, 10¢ an hour May 1, 1964; 40 hour week effective Jan. 1, 1963, increased vacation pay.
George and Asmussen, Milton, Ont.	Bricklayers Loc. 1, (AFL-CIO/CLC)	119 (5)	600	600	May 2 May 9	Payment of travelling time to job site~Return of workers.
Foundation Company, Sudbury, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	532	2,660	2,660	May 14 May 22	Living allowance, recognition of shop steward, other grievances~Return of workers pending discussion of grievances.
S. E. Gage Co., Winnipeg, Man.	Asbestos Workers Loc. 99 (AFL-CIO/CLC)	270	1,620	1,620	May 17 May 28	Hiring non-union workers~ Return of workers following withdrawal of pickets.
Various construction firms, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	154	620	620	May 28	Non-union contractors on North York project~
TRANSPN. & UTILITIES						
Various trucking firms*, Quebec and Ontario	Teamsters Loc. 106 (Ind.)	800	18,000	26,670	Apr. 16	Wages in a 3-year contract~
Various trucking firms, Montreal, other points, Que.	Teamsters Loc. 106 (Ind.)	645	14,510	21,540	Apr. 16	Wages in a 3-year contract~
Various trucking firms,*	Teamsters, various locals (Ind.)	6,000 (16)	25,000	25,000	May 27	Wages, piggy-back operations, 3-year agreement~
Various trucking firms, Ontario	Teamsters, various locals (Ind.)	1,500	6,250	6,250	May 27	Wages, piggy-back operations, 3-year agreement~

* Federal jurisdiction.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1962 BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects	....	....	....	....	1	....	....	....	....	....	....	....	1
Struck by:													
(a) Tools, machinery, cranes, etc.	1	....	1	....	2	....	....	....	....	....	....	....	4
(b) Moving vehicles	....	....	....	....	....	....	....	5	....	....	2	....	7
(c) Other objects	1	16	....	10	5	2	2	1	1	....	2	1	41
Caught in, on or between machinery, vehicles, etc.	2	1	....	4	3	1	....	3	2	....	1	....	17
Collisions, derailments, wrecks, etc.	....	2	....	1	2	2	1	11	4	....	1	....	24
Falls and slips:													
(a) On same level	....	....	....	....	....	....	....	1	1	....	1	....	3
(b) To different levels	....	....	1	5	9	11	....	5	2	....	....	....	33
Conflagrations, temperature extremes and explosions	....	....	....	3	4	9	1	....	1	....	1	....	19
Inhalation, absorptions, asphyxiation and industrial diseases	....	....	....	6	2	....	....	1	....	....	....	....	9
Electric current	....	....	....	1	....	2	....	....	....	....	....	....	3
Over-exertion	....	....	....	1	2	....	1	3	....	....	2	....	9
Miscellaneous accidents	....	....	....	....	1	....	....	....	....	....	3	....	4
Total, first quarter 1962	4	19	2	31	31	27	5	30	11	....	13	1	174
Total, first quarter 1961	11	34	26	26	36	35	6	40	12	....	24	....	250

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1962

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	1	1	.....	2	.....	.....	.....	.....	.....	4
Logging	.....	.....	.....	.....	.....	5	.....	1	3	10	.....	19
Fishing and Trapping	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	2
Mining and Quarrying	2	.....	1	.....	1	15	.....	2	7	2	1	31
Manufacturing	.....	1	2	.....	6	9	2	1	2	8	.....	31
Construction	2	.....	.....	1	4	5	.....	2	10	3	.....	27
Public Utilities	.....	.....	.....	.....	1	3	.....	.....	.....	1	.....	5
Transportation, Storage and Communications	.....	.....	1	2	2	13	2	2	4	4	.....	30
Trade	.....	.....	.....	.....	.....	7	.....	.....	3	1	.....	11
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	.....	8	1	1	.....	3	.....	13
Unclassified	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Total	5	1	6	4	15	67	5	9	29	32	1	174*

* Of this total 139 fatalities were reported by the various Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 35 were obtained from other non-official sources.

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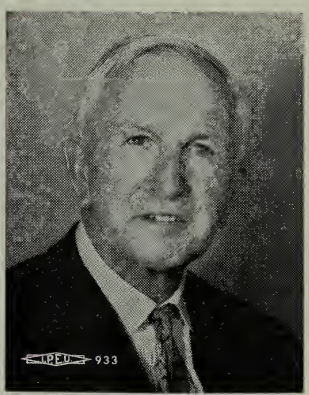
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LABOUR DAY MESSAGES

(page 912)



Hon. Michael Starr

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CANADA

Vol. LXII No. 8
AUGUST 31, 1962

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(*Continued on page three of cover*)

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Training of the Unemployed

During fiscal 1961-62, total of 26,887 unemployed persons received training under provisions of the Technical and Vocational Training Assistance Act. All provinces provided enough days of training to qualify for 75% federal share

Under the program of training for the unemployed, a total of 26,887 persons received training during the fiscal year 1961-62. This was about two and a half times the number trained during the previous year.

The total number of days of training given was 1,221,561.

The total federal contribution for the year was $3,941,585.23.

Under this program, provided for under the Technical and Vocational Training Assistance Act, the federal Government pays 75 per cent of the cost for any province in which the number of days of such training given during the year exceeds 7 per cent of the adult population of the province; otherwise the federal share is 50 per cent. All provinces qualified for the larger contribution.

Of the persons who received training during the year, 20,306 were men and 6,581 were women. Full-time training was given to 26,469 persons; only 418 received part-time training.

The number of persons undergoing training at the end of April was 12,286, of whom 8,781 were men and 3,505 were women. Total days of training during April were 182,101. New enrolments during April were 1,614, comprising 888 men and 726 women.

Trainees were selected jointly by provincial officials and the National Employment Service, and were given short intensive courses of training for occupations that offered a reasonable opportunity for regular employment.

A notable step this year was the development of courses of "basic training for skill development" intended to enable many persons of rather low educational attainments to prepare themselves for entry to vocational courses and, in many cases, to meet without further training the entry requirements of employers.

Of the 26,887 persons in training during the year, 8,308 were in Quebec and 7,344 in Ontario. New Brunswick had 3,143 and Manitoba 2,083. The other provinces all had fewer than 2,000. All those receiving part-time training were in Alberta.

Although Quebec had the largest number of persons in training during the 1961-62 year, Ontario came first in the number of days of training given, with 310,294 days compared with 293,662 days for Quebec. British Columbia had only 1,854 persons in training, but it came third in the number of days of training given with 154,048. Manitoba came fourth with 128,552 days, and New Brunswick fifth with 100,361 days.

At the end of April this year, Ontario had 3,852 unemployed persons in training, Quebec had 2,911, New Brunswick had 1,997, and British Columbia, 1,018. Manitoba had 871 and Alberta 585, while all the other provinces had fewer than 500.

Apprenticeship Training

Training activity under the Apprenticeship Training Agreement continues to increase. This agreement, first entered into by the federal Government and the governments of the provinces in 1944, provides for the federal Government to share equally with the provinces in the costs of training programs for apprentices.

In the 1961-62 fiscal year, the number of apprentices registered with the Departments of Labour of the provinces that have programs under the agreement was 21,018, compared with 20,326 in the previous year. Training was given in more than 50 trades.

Federal contributions to the program totalled $2,160,853.59.

One prime objective in apprenticeship training, which has now been reached in a few trades, has been to enable journeymen qualified by interprovincial examination to move more freely from one part of Canada to another in accordance with the demand for labour.

Interprovincial examinations are now in use for five trades. The examinations for two of these trades were adopted by the provinces during the year.

Of the 21,018 apprentices registered at March 31, 1962, the largest numbers were being trained in motor vehicle repair (6,572), electrical construction (2,894), plumbing and pipefitting (2,297), carpentry (1,564) and sheet metal work (1,155). Other fairly large groups were: steamfitting (833), auto body and fender repair (737), hairdressing and beauty culture (717), and welding (708).

50 Years Ago This Month

Wages and prices continue to rise during spring of 1912. Some reductions in hours reported. Early experiment with daylight saving time ends after 2 weeks

Wages continued to rise during the spring months of 1912, especially in the building trades, and there were a number of cases of reductions in hours. The rise in wages appeared to be part of a general rise in prices in America and Europe.

The LABOUR GAZETTE for August 1912 reported that after an almost continuous advance during the previous 12 months, the Department of Labour's index of wholesale prices dropped two points in July, to 134.8 compared with 136.9 in June and 126.9 in July 1911. The index was based on the average level of prices during the decade 1890-99.

The GAZETTE published a table showing the movement of prices in Canada, Great Britain and the United States in 1911 and 1912. One of the two indexes used in Great Britain stood at 79.7 in 1911. By May 1912 this figure had risen to 85.3. One of two indexes used in the United States stood at 109.2 in 1911 and by June 1912 had risen to 120.4. For Canada, the index figures were 127.3 in 1911 and, as already mentioned, 134.8 in July 1912.

Examples of the wage increases and reduction in hours reported in the LABOUR GAZETTE were:

In Hamilton, 150 bricklayers got an increase of 5 cents an hour after a strike lasting six days. In Welland, 41 bricklayers got the same increase and at the same time had their hours reduced from 54 to 50 a week.

Plumbers in St. Jean, Que., got an increase of 50 cents a day. In Kingston, plumbers were given an increase of 20 cents a day and had their hours reduced from nine to eight; from May 1, 1913 they were to get $3 for an eight-hour day, representing an increase of 45 cents a day.

Trenchmen employed in sewer construction in Vancouver were allowed a reduction of five hours a week without change in wages.

Asbestos miners in the province of Quebec, numbering 450, received an increase of 25 cents a day.

Under a new five-year agreement, printers and web pressmen in Hamilton got increases of from $2 to $5 a week. Stereotypers in Winnipeg got an increase of $2 a week after a short strike.

Policemen in Toronto were given increases ranging from $25 a year for second and third class constables to $250 a year for the chief and the deputy chief. Civic employees in Vancouver got increases varying from $72 to $1,000 a year. Firemen in St. Thomas got increases of from $80 to $160 a year.

Industrial Fatalities

The LABOUR GAZETTE reported 108 fatal industrial accidents during July 1912. On July 1, seven labourers were killed when a derrick crane fell during construction of pulp mills at Kenogami, and four labourers were killed at the same place on July 25 as a result of the collapse of a trench in which they were working.

On July 23, four railway construction labourers were killed when dynamite exploded prematurely during blasting operations in a rock-cut on the line of the CPR near Maberly, Ont.

An early experiment in daylight saving in Orillia, Ont., which had been reported in the LABOUR GAZETTE of July 1912, came to an end abruptly in July. The mayor of the town had issued a proclamation asking the townspeople to put their clocks forward an hour on the evening of June 22, with the object of gaining an extra hour of daylight. About half the factories in the town, almost all the business people, and about half the population fell in with the plan, but the rest refused to do so.

The result was that there were two times, "Orillia" and "standard." This caused some inconvenience, "especially to boarding house keepers," as the GAZETTE said.

In its August issue, the GAZETTE said that in order to avoid further friction and confusion the Council had decided to abandon the plan after it had been in effect for two weeks. But "the Council at the same time expressed the conviction that the reform in time had been demonstrated to be feasible and, if generally adopted, calculated to improve conditions." A number of those who opposed the plan admitted that it would have worked satisfactorily if it had been generally adopted throughout the country.

"One outcome of the movement in Orillia is that a number of stores now close at 5 p.m., which, however, does not give the same advantages as the daylight measure, since it is not general," the GAZETTE added.

Name Commissioner to Investigate Seaway Boycott, SIU

The Minister of Labour last month named Mr. Justice T. G. Norris of the Supreme Court of British Columbia as an Industrial Inquiry Commission to investigate the matters that led to a 30-hour disruption of shipping in the St. Lawrence Seaway System. The Minister's announcement was made 12 days after the shipping stoppage was ended by an injunction obtained by the St. Lawrence Seaway Authority. A boycott of ships with crews belonging to the Seafarers' International Union began July 5 and ended on July 6.

Such an inquiry was requested of the Government last May by the Canadian Labour Congress and compliance with this request was one of the aims of the boycott. On the second day of the boycott the Government announced that the investigation would be held and, at the same time, that the injunction was being sought.

The boycott by seaway workers, members of the Canadian Brotherhood of Railway, Transport and General Workers, went into effect simultaneously at the Welland, Cornwall and Beauharnois Canals, the St. Lambert-Cote Ste. Catherine Locks, and at Seven Islands, Que.

When the boycott began, William Dodge, CLC Executive Vice-President, said that ships manned by *bona fide* unions would be allowed unhindered passage. But at the Welland Canal ships with SIU crews moved into positions at both ends of the canal that effectively blocked all traffic.

The Canadian Labour Congress said the boycott was decided upon as a peaceful means to seek an end to "the intolerable harassment that its affiliated members have been subjected to while going about their lawful business."

The boycott and the CLC's demand for an inquiry were the culmination of what the CLC described as a "campaign of violence, harassment, picketing, holdups and boycotts of Canadian-manned ships in the Great Lakes ports and elsewhere" by the Seafarers' International Union.

The CLC said also that the boycott would end once an assurance had been received that the "reign of terror" had been ended and that Canadian vessels tied up in Great Lakes ports were being loaded and allowed to proceed to their destinations without unlawful hindrance.

(In both Canadian and United States ports, the SIU had been obstructing the loading of ships manned by members of the Canadian Maritime Union, the CLC-affiliated union that is attempting to wrest bargaining rights away from the SIU. On July 7, U.S. Secretary of Labor Arthur J. Goldberg announced that he and AFL-CIO President George Meany had persuaded the SIU to call off its boycott of the CMU-manned vessels.)

Assurance was also required from the Government that adequate measures would be taken to accede to the request for a full inquiry into the affairs of the SIU and into "the criminal acts that have taken place."

At the same time as he reported the SIU's agreement to cease picketing of Canadian ships in U.S. ports, U.S. Secretary of Labor Goldberg announced that he had appointed a public board to inquire into the dispute involving the SIU. The board was to report its findings and recommendations to Mr. Goldberg by August 1.

Besides investigating the circumstances leading to the disruption of shipping, Mr. Justice Norris was authorized to inquire into:

—The circumstances leading to the disruption of shipping in the Great Lakes System, including interference with the operation of the works and facilities of the St. Lawrence Seaway Authority.

—The denial of the use of port or other works and facilities to vessels calling at Canadian and United States ports on the Great Lakes System.

—The activities and internal operations of organizations of employees acting on behalf of employees engaged in shipping and work affecting shipping operations in the Great Lakes System including, without restricting the generality of the foregoing, the Seafarers' International Union of Canada.

—The relationship and any conflict that may exist between employers or employers' organizations and employees or organizations of employees in the shipping industry in the Great Lakes System.

—Any matters incidental or relating to any of the foregoing matters.

The appointment of Mr. Justice Norris was made pursuant to Section 56 of the Industrial Relations and Disputes Investigation Act, which provides that the Minister of Labour may make or cause to be made any inquiries he thinks fit regarding industrial matters and may do such things as seem calculated to maintain or secure industrial peace.

Productivity Council Sends Tripartite Team to Europe

The first Canadian labour-management-government mission to Europe, sponsored by the National Productivity Council, left on July 20 for a two-week visit to six European countries: Sweden, The Netherlands, West Germany, France, Belgium and England.

Object of the 13-member mission is to study European labour-management-government co-operation in productivity and economic development. Separate meetings will be held in each country with joint consultative bodies, government economic agencies, and national labour and management organizations.

The Council has been working toward closer co-operation between labour, management and government in Canada ever since its inception last year, stated H. George DeYoung, Chairman. It decided to send over a team of top Canadian labour, management and government officials to examine the European experience so that they could see for themselves how labour-management-government co-operation works in Europe and how it might work better in Canada.

"We also need to learn more about our European competitors to compete with them both at home and abroad," he said.

Labour members of the mission are: William Dodge, Executive Vice-President, Canadian Labour Congress; Jean Marchand, President, Confederation of National Trade Unions; John Carroll, international representative and Assistant to the Canadian Vice-President, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers; and Larry Sefton, Director, District 6, United Steelworkers of America.

Management was represented on the mission by: J. Herbert Smith, President, Canadian General Electric Company Limited, Toronto; J. Claude Hebert, President, Transparent Paper Products Company Limited, Montreal; R. V. Yohe, President, B. F. Goodrich Canada Limited, Kitchener.

Government representatives were: Dr. George V. Haythorne, Deputy Minister of Labour; James A. Roberts, Deputy Minister of Trade and Commerce; and B. G. Barrow, Assistant Deputy Minister, Trade and Commerce.

Dr. G. Edward Hall, President, University of Western Ontario, represented education on the mission.

Seven members of the mission were members of the National Productivity Council, including E. F. L. Henry, Executive Director. Secretary to the mission was Jack Golding, NPC regional officer, Atlantic Provinces.

In his presidential address at the CLC's convention in April (L.G., June, p. 610), Claude Jodoin called for such labour-management study tours of Europe.

Winter Works Incentive Program Will Operate Again in 1962-63

The Municipal Winter Works Incentive Program will be continued again this winter on the same basis as last year, Hon. Michael Starr, Minister of Labour, announced last month. The program will run from October 15, 1962 to April 30, 1963.

Under the program, the federal Government pays one half the direct payroll costs of a municipality for approved works undertaken in winter time. Last winter's program was the most successful of any up to that time (L.G., July, p. 772).

GNP Continues to Advance In First Quarter of 1962

Canada's gross national product continued to advance in the first quarter of 1962. At a seasonally adjusted annual rate of $38.6 billion, it was about 2 per cent higher than in the fourth quarter of 1961, DBS reported last month.

There was some rise in prices, and gross national expenditure in constant dollars is estimated to have risen about 1.5 per cent.

About half the increase in the value of the GNP is statistical rather than economic, in that the estimate of this year's crop assumes a normal harvest in contrast to the poor harvest of last year.

Consumer spending was the major factor in the expansion of economic activity, recording one of the largest quarterly gains in recent years. By contrast, additions to inventories, which had spurred production in the fourth quarter of 1961, made no contribution to expansion in the first quarter of 1962. Government expenditures for goods and services, however, contributed to the rise in this year's first quarter.

A considerable increase in housing was partly offset by lower outlays for plant and equipment, so that gross fixed capital formation provided little stimulus. In addition, the deficit on current international transactions widened.

On the income side, there was a levelling-off in corporate profits following the 1961 expansion, and a continuing increase in labour income that has accompanied the upswing to date.

Newfoundland Federation Meets for 26th Annual Convention

The 26th annual convention of the Newfoundland Federation of Labour (CLC), held July 4-6 at Corner Brook, charged the Newfoundland Government with lack of co-operation and courtesy, and saw a controversy develop over affiliation with the New Democratic Party. Esau Thoms was re-elected unopposed as President for the third consecutive year, and the entire executive was returned to office.

CLC President Claude Jodoin delivered two major addresses at the convention, including the main speech at the opening session, which was attended by about 60 delegates and 25 guests.

Originally intended to be held at Gander, the convention was rescheduled for Corner Brook because of a labour dispute between the Hotel Gander and the Retail, Wholesale and Department Store Union (CLC). Other accommodation at Gander was insufficient to house the delegates and guests.

Convention Debates

An intense debate on the Federation's difficulties in placing its views before the Newfoundland Government broke out when Steve Neary of the Office Employees' International Union, Bell Island, asked what good it was to pass a resolution that could not reach the provincial Government, because the Federation was not even on speaking terms with it. The resolution in question requested the provincial Government to take steps to establish secondary industries on Bell Island to combat unemployment there. At this point President Thoms reviewed the Federation's relationships with the provincial Government. He said, however, that he would go to the provincial Government on Federation matters if the executive requested him to do so.

Failure of the Federation to arrange a meeting with the provincial Government, which had not replied to a written request, was deplored also in the executive council's report.

Divergent opinions on the value of affiliation with the New Democratic Party were expressed in another debate. Steve Neary proposed that the Federation dissociate itself from the political party, contending that this would facilitate the presentation of briefs to and their consideration by the provincial Government. James Walsh, NFL Eastern Vice-President, interjected that the Federation was not affiliated with any political party, and President Thoms said the Federation was not affiliated with the NDP.

Claude Jodoin

CLC President Claude Jodoin addressed the delegates twice.

Referring to the dispute between the province's doctors and the Saskatchewan Government over the Medical Care Insurance Act, he pointed out that hospital workers affiliated with the Congress had never gone on strike, although they had been tempted to do so.

In his major address on opening day, he deplored the tactics of the Seafarers' International Union against the CLC-affiliated Canadian Maritime Union, reviewed the dispute on the St. Lawrence Seaway, and urged immediate government action to settle the problem.

Defending the right of labour to enter politics, Mr. Jodoin added, however, that the Congress always reserved the right to criticize any political party, including the NDP.

Resolutions

Some of the resolutions passed by the convention included:

—A request to the provincial Government to establish job-producing secondary industries on Bell Island.

—Approval of the public health care plan introduced in Saskatchewan.

—A request to re-establish a merchant marine in Canada, subsidized by the federal Government.

—A request for a CBC television station in St. John's, and all other parts of the province now served only by a private station.

—A change in legislation and regulations to prevent decertification of a union before an order for certification is at least one year old.

—A request to delete Section 43A of the Labour Relations Act, which was interpreted that a strike could be made illegal under certain circumstances.

The Federation reiterated its stand for public medical care, for a health plan that would be "all-inclusive in scope, and fully financed out of taxes of general application."

The officers of the Federation were all re-elected. They are: Esau Thoms, President; Albert Ash of Bell Island and James Walsh of St. John's, Eastern Vice-Presidents; James C. Mullett of Gander, Central Vice-President; Calvin Normore of Corner Brook, Western Vice-President; and Larry Dobbin of St. John's, Secretary-Treasurer.

CNR-CBRT Agreement Merges Seniority Lists at Lakehead

A new consolidated agreement has been signed by the Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers. It amalgamates the four separate agreements that formerly covered clerical, express, cartage, and road transport employees at the Lakehead, and became effective on June 1.

The new agreement, which is the outcome of 14 months of negotiations, is an extension of a similar one reached in November of last year and covering the same classes of employees in the Edmonton district. That agreement was intended at the time to pave the way for a contract that would apply to the company's employees in these classes all across the country, amounting to more than 20,000 (L.G., Dec. 1961, p. 1215).

The main effect of the new agreement is the combining of seniority lists that were formerly separate. When seniority lists were separate it was impossible to relocate displaced workers from one group into another, even though employees were being taken on in one group while they were being laid off in the other.

Agricultural Vocational Training Subject of New Publication

The number of persons enrolled in publicly-sponsored technical and vocational agricultural courses in Canada in 1959-60 amounted to only 3 per cent of the agricultural labour force. On the other hand, in the United States, in 1958, the number of students enrolled in vocational agricultural programs assisted by the federal Government was equal to 13 per cent of the farm labour force in that country.

This point is brought out in a new Department of Labour publication, prepared by the Economics and Research Branch, as evidence of the meagreness of agricultural education in Canada in comparison with what is being done in the U.S.

The bulletin, entitled *Vocational Training Needs in Canadian Agriculture,* is No. 5D in the series issued under the Research Program of the Training of Skilled Manpower. It is a report of a survey based on personal interviews conducted across Canada, and in two places in the United States, by a team of research workers for the Skilled Manpower Training Research Committee. A preliminary report of the survey was given at the 2nd meeting of the National Technical and Vocational Training Advisory Council in November last year (L.G., Dec. 1961, p. 1214).

The bulletin is divided into five chapters: I—Introduction; II—Trends in Agriculture and their Implications in Training; III—Present Training Programs—Effectiveness, Limitations, Recommendations; IV—Areas of Training Which Should Be Developed Further; and V—Concluding Observations and Proposals.

The fourth chapter deals with the question of training for young people, training for adults, and training for instructors. The fifth chapter deals with new training programs and changes required in connection with the training of adults, young people, and instructors.

An outline of two agricultural training programs being carried out in the United States—the Minnesota Vocational Agricultural Program and the New York Agricultural and Technical Institute Program—is given in an appendix.

Department Publishing New Vocational Training Quarterly

The first issue of a new quarterly publication, *Technical and Vocational Training In Canada,* has just been issued by the Department of Labour.

The periodical is intended to provide information on the progress of training in Canada under the Technical and Vocational Training Assistance Act, passed in December 1960, which provided for a great increase in federal assistance to the provinces in the training of young people and adults.

Business, Professional Women Hold 18th Biennial Convention

"The Role of Women in the Public Life of Canada" was the theme of the 18th biennial convention of the Canadian Federation of Business and Professional Women's Clubs, at St. Andrews-by-the-Sea, N.B., from July 9 to 13. Some 450 delegates and observers attended.

Mrs. Esther Peterson, U.S. Assistant Secretary of Labor and Director of the Women's Bureau; Miss Mary Louise Lynch, of the National Parole Board; and Miss Marion Royce, Director of the Women's Bureau, federal Department of Labour, addressed the meeting. Miss Royce also acted as resource leader for a workshop on "The Role of Women in Canada's Working Force."

After the convention, some of the delegates attended the Congress of the International Federation of Business and Professional Women's Clubs, at Oslo, Norway, from July 25 to 31. About 50 Canadians in all were present.

Labour Day Messages

Hon. Michael Starr, Minister of Labour

Labour Day 1962 finds unemployment significantly reduced from a year ago, and continued improvement in employment, wages and working conditions. This is gratifying to all Canadians, since employment, wages and working conditions are of fundamental importance.

Over the years Organized Labour has kept a watchful eye on a wide variety of subjects affecting the well-being of the country and its people, and every year the central labour bodies present their views to the Government.

Management organizations have also presented their views on employment and industrial relations to the Government; these views, too, have been taken into consideration in developing policies and programs of action in the labour field.

In fact, many of the steps taken by the Government in the past few years have had the effect of putting proposals made by responsible union and management bodies into action.

The scope of the Municipal Winter Works Incentive Program, for example, has been broadened to increase off-season employment, incentives have been provided for new industries in areas of surplus manpower, export credits to facilitate the export of Canadian products have been increased, and various steps have been taken to expand the public sector of the economy.

For the past several years the Government has followed a policy of temporary deficit financing. The Government introduced this policy because it was essential to stimulate the economy. Our primary objective has been to create more jobs—to keep Canadians at work. If we had failed to take positive action, thousands who have jobs today would now be unemployed.

Labour, along with all responsible national bodies, has recognized the pressing need for more educational facilities, particularly for vocational and technical training, to fit increasing numbers of young people for the complex jobs of modern industry.

To meet the rapidly developing need we offered to pay 75 per cent of provincial costs for new vocational, trade and technical schools and extensions to existing schools, until March 31, 1963. By July of this year, 440 school building projects were underway or completed. The cost of these projects will total $395,000,000, of which the federal Government's share will be more than $256,000,000, representing more than 10 times the federal expenditures in this field over the previous 16-year period.

We have concentrated much effort and much expenditure on programs such as these, designed to provide jobs now and to ensure increased employment in the future. Organized labour has commended these activities—it has in fact often urged us to extend them further.

At the same time we have not neglected our old people, our veterans, or the needs of the provinces. We have kept our international commitments and we have managed to assist other countries as well.

All this has meant the expenditure of money—a great deal of money—but in five years it has helped to create work opportunities for over 500,000 more Canadians.

Now, with employment increasing and with the country experiencing a high degree of economic activity, we have introduced measures to consolidate and strengthen our economic position in Canada and abroad. These measures are designed to maintain the strength of the Canadian dollar, to arrest the drain on foreign exchange reserves and to bring imports and exports into closer balance.

Our future prosperity depends to a large extent on our ability to meet growing competition for markets. This means greater efficiency and higher quality in production. There is encouraging evidence that, through the National Productivity Council and the efforts of the more than 1,500 Labour-Management Committees, these objectives are being pursued by the partners in production more seriously than ever before.

I am sure that through co-operation we can surmount any difficulties, now or in the future. This requires sustained effort by all Canadians. I am confident that, with a clearer recognition of its vital need, we can count on "Teamwork in Industry".

Claude Jodoin, President, Canadian Labour Congress

Labour Day is a time when trade unionists naturally focus their attention on the objectives of our movement. Throughout the years, our primary objective has always been the provision of a better life for all, but the means by which improvements can be made change with the times.

It is natural that organized labour has had to concentrate much of its effort on bettering wages and working conditions, and this continues to be a basic function of our unions. At the same time we are well aware that great improvements in living standards can be obtained through social programs. Advances in the field of social legislation, for example, can bring great benefits not only to union members but to all people. This is important to us because the labour movement is not a selfish organization.

The social improvements which we, as Canadians, enjoy today have come slowly and in the face of strong opposition. At every stage there have been forceful influences which would halt social advances or turn the tide backward. This condition exists today, and this is a time when we must meet such opposition with all the force at our command.

This is no time for us to slip back; this is rather a time when we must move forward. The provision of a steadily improving standard of living and a better life for all the people is the one way by which we can prove that the democratic system which we support meets the needs of the people. If our system fails to meet this qualification, then it is doomed.

We are at a stage in our history when a good deal of attention is being focused on social legislation. This is timely. There is need in Canada today for a full-scale review of the whole system of social security so that we can more clearly define our present position and plan our future. There is a very real need to fill gaps in our social security system and to unify the program as a whole.

We must have a much more carefully planned approach to our program for meeting the needs of older people. We are well aware that, in the face of the sweeping changes now taking place in many industries, earlier retirement is likely. This trend could lead to years of greater happiness for many older people—but only if their basic needs are assured. The present old age pension plan should be revised to make pensions payable at 65 years, without a means test; pensions should be increased to $75 a month and should have built-in protection for pensioners against price increases.

The old age pension plan alone is, however, not sufficient to meet the needs we are going to face. Plans should be launched immediately for the creation of a national contributory pension plan, related to earnings and portable so that workers changing their jobs would retain their interest in the plan.

Public attention has recently been focused on the fact that Canada is one of the few advanced countries that has failed to provide a comprehensive medical plan for its people. We need a health program that is available equally to all, that provides the most comprehensive type of services of high quality, that encourages medical education and research, and that is free from the dominant control of any particular interest group.

There is need now for a review of family allowances. We are all aware of the increased emphasis that has been placed on the need for education. If children are to stay in school longer—and we certainly hope they will—this will increase the financial burden on families. In fact, in many cases the length of school training a child receives will be determined by the family's resources. To meet this condition, allowances should not stop at 16 years, as at present, but should be extended up to 21 years for children still attending school.

Many other aspects of our social security program need bringing up to date to meet today's conditions. The opposition that is now being heard about such changes is the same kind of opposition that was expressed at suggestions that there should be free compulsory education, unemployment insurance, workmen's compensation, and old age pensions. Today all of these provisions for meeting the needs of people have become an accepted part of our social fabric. Yet the opposition to them was every bit as bitter and as strong as is the opposition to social change today.

While it is natural that our attention centres largely on matters within our own country, we must not lose sight of the vital world situation. It is regrettable that another Labour Day has come without any marked easing in the severe international tensions that have now existed for so long.

We, as a labour movement, must continue to press for policies that will lead to an easing of these tensions and that will contribute to world peace. The spirit of

brotherhood on which the labour movement is founded is not one that can be restricted by international borders. We cannot rest until all men share in bread, peace and freedom.

At the same time we can make a great contribution to world freedom and democracy by establishing the highest possible standards here in Canada. We may be proud that labour has always been in the forefront of efforts to gain improvements for all people. We must maintain that position. Let us make Labour Day 1962 a day of dedication to that end.

Jean Marchand, General President, Confederation of National Trade Unions

(*Translation*)

The inertia of Canadian authorities and leaders of our economic life in the face of our problems may cause the nation to fall into the worst depression it has ever known.

While most of the industrialized western countries have, since the last war, reconstructed their economies so as to obtain maximum production and development, we in Canada are still imputing intentions to the progressive elements and upholding hackneyed concepts of another generation.

To try to make people believe that the dilemma facing Canada is the choice between free enterprise and socialism is close to deceit and irresponsibility.

Workers have not yet come to discussing ideological issues. They want solutions to their problems, and these problems are: full employment, adequate economic development, peace in the world and a better distribution of wealth. The year just ended does not show that we have even begun to solve these problems.

Contrary to common sense and to approved techniques in economics, the federal Government has decided to offer us, as a remedy to some of our troubles, tight money and austerity, which can only make our difficulties worse than they are now.

The future is not bright and we will again this year celebrate Labour Day in distress, as we see nothing at hand to give us any hope.

As we have done in the past, we are again offering to co-operate with governments and employers so that jointly we may try to achieve together what we are powerless to do alone.

A. A. Hutchinson, Chairman, National Legislative Committee, International Railway Brotherhoods

As we approach another Labour Day the working people of the world are grateful that there has been no major military conflict in the world and that the uneasy peace which prevailed a year ago seems to have become somewhat easier.

The past year has seen some improvement in the employment situation in Canada but the outlook, with curtailment of government spending on public works and other projects, does not augur well for a continued improvement.

Disposal of the surplus grain that was held in Western Canada, as well as present prospects for at least a fair crop this year, is cause for reasonable optimism in Western Canada. The prosperity of Western Canada has a definite influence upon the welfare of the railways and the railway employees; for this prosperity Railway Labour is grateful.

Mechanization of railway operation continues to expand, and as it expands, the need for railway labour continues to diminish, thus aggravating the already critical unemployment situation.

We have come through a federal election that has left the country with a confused situation at a time when we need a strong and stable Government. The result of the election is cause for concern to all those who have the welfare of Canada at heart.

It is to be hoped that good sense and good judgment will prevail in the forthcoming session of Parliament so that the interests of Canada may be placed ahead of the interests of party.

Organized Labour has the welfare of Canada as its main objective and I feel quite sure that it can be depended upon to do everything within reason to further that welfare, so that the future may yield the rich rewards which are the right of all the people of the nation.

The promises of prosperity and happiness can be achieved by the joint efforts of all phases of our society and only by their fullest co-operation; this should be the objective for the coming year.

Human Consequences of Industrialization

Summaries of addresses by Prince Philip, Right Honourable Vincent Massey and Dr. W. A. Lewis delivered at the Duke of Edinburgh's Second Commonwealth Conference on the human consequences of the changing of industrial environment

Although a prosperous country, a successful business and happy community are valuable in themselves, all must ultimately be judged by their effect on individuals, H.R.H. Prince Philip, Duke of Edinburgh, said in his keynote address at the opening of the Second Commonwealth Study Conference (L.G., July, p. 772).

"The important thing, to my mind, is to recognize those factors in the changing environment which cause human misery, and plan them out of future developments as much as possible," he said. "If at the same time you succeed in planning in those features which make for human contentment, so much the better."

Prince Philip served as President of the Second Conference, as he had at the first. Chairman of the Conference was Rt. Hon. Vincent Massey, former Governor-General, who also spoke at the opening session in Montreal on May 14. Another opening day speaker was Dr. W. A. Lewis, Vice-Chancellor of the University of the West Indies.

In referring to the origins of the first conference, Prince Philip said that two developments in the Commonwealth had caused him to think seriously about such a meeting.

"In the first place, while the purely industrial side of the developments, such as design, layout, and equipment of the factory or the mines, was done using all the latest techniques, the provision for the community which was going to operate the industry varied very greatly. In some cases a lot of thought had been given to the planning of the community, in others it was rather obviously only a secondary consideration.

"It occurred to me that while it was obviously not possible to lay down the law about how communities should be developed, at least there was plenty of evidence in most countries how it should not be done."

The second point that struck him, Prince Philip went on to say, was that with the rapid advance of industry in the Commonwealth, agricultural nations were on the verge of becoming industrialized, and would be "going through the pangs of readjustment which industrialization makes necessary.

"It seemed to me that if these thoughts came to me during these journeys it might be a good idea to expose people with experience in industry, and with prospects of authority, to the same kind of treatment, in order to give them a chance to take a broad view of their responsibilities during the process of industrialization or during the further development of existing industrial communities."

Canada had many examples to offer of the problems created by industrial development, he said. "There are old, well-established industrial and commercial centres like Montreal and Toronto; there are old, single-industry towns, some coping with problems of expansion and diversification, and some with contraction.

"There are new towns built to serve mining operations in the far north, like Schefferville, or to serve an industrial process like the smelting of aluminum at Arvida and Kitimat. There are towns where the mines are worked out and only the old people hang on, and new towns where there are no old people at all. Other communities are centres of great agricultural areas."

In his address to the closing session of the Conference, in Vancouver on June 6, Prince Philip said:

"It is up to people like you to make certain that mankind retains responsibility for, and control of his environment, and does not let the world slide into a state of confusion merely for lack of thought or foresight."

Whatever use they made of the experience gained during the Conference, he went on, "I would only ask you one thing: To remember that whenever you are responsible for taking a decision in your industry or community, it is going to react on people." This was the crux of the Conference, he said.

Growing population, greater centralization of control of industry and commerce, growing mechanization and automation made the individual less and less important. "Progress means nothing unless people come along with it of their own free will. Efficiency is merely another name for tyranny unless it is consciously achieved by the voluntary actions of groups of human beings."

Canadian experience had taught the delegates many lessons, the Prince continued, and perhaps the most important of these was that "a high standard of living does not insulate communities from the harsh problems of industrialization which are experienced in every part of the Commonwealth.

"The main lesson you seem to have learned about both communities as well as industries is that expediency is a bad way of working for the future. Only careful study, careful planning and resolute execution all the time, and not just by fits and starts, can prevent the worst mistakes and the worst results of industrialization," he pointed out.

Canada offered a valuable example to the rest of the Commonwealth in its treatment of minorities, he said; but he remarked that minorities must take part in the life of the community and not simply keep to themselves.

"The basic difficulty of the minorities is to avoid living solely in the past instead of allowing their culture to develop parallel with that of the majority," the Prince continued. "Any human organization that remains static eventually disintegrates."

Referring to education as another subject that had received the careful attention of the Conference, he said that "the need for education to be directed toward the needs of science, industry, commerce and so on" had been emphasized; but that this raised "the age-old argument between vocational education and the general development of the individual as a person and a citizen."

"I don't pretend to know what the proper balance should be," Prince Philip said, "but every country must work to achieve such a balance, so that the demands of the material world are met without ignoring the heritage of thousands of years of human spiritual and cultural endeavour."

Rt. Hon. Vincent Massey

As a result of pioneer habits of living, we in Canada have all too often not built for beauty or permanence, and "the atmosphere of our towns still often suggests that of the mining camp or the logging drive," said Rt. Hon. Vincent Massey in his address to the Conference.

"We have often ignored the long-term aesthetic and social needs of town planning, in order to pursue immediate economic ends. We have given to our communities, not the fine squares and noble public buildings and pleasant urban parks which belong to peoples who have known better how to embellish life, but have surrendered too fully to those means of transportation upon which of course our livelihood and survival have depended. In a way perhaps unsurpassed even in the United States, we have worshipped first the railway and then the automobile," Mr. Massey said.

He went on to point out that what transportation and construction will do to our urban scene is by no means settled yet. Much the most important phase of our industrialization belongs to the past 20 years, but the biggest changes are yet to come. Within the next two generations we shall probably undertake as much new building as there has been in this country since the beginning.

"Our secondary and service industries are expected to take corresponding strides forward. And we have begun to face the problem of fostering the human resources which we have often neglected in the past.

"But the full powers of an industrial society are still before us," the speaker continued. "To a degree not found in more industrialized nations, we still have it within us to decide what kind of society we are to be and how we may guide the economic and cultural revolution we have begun to face."

Contrasting business and labour in Canada with business and labour in the United States, Mr. Massey intimated that financial and industrial concerns in Canada were characterized by "prudence" and "moderation," that Canadians were sometimes criticized for "a lack of boldness and imagination and the will to live dangerously. . . .

"One result of this caution and of the limited amount of money for investment available in Canada is that the great majority of ventures requiring large quantities of capital have been undertaken by non-Canadians and particularly in this century by Americans."

Mr. Massey went on to say that the influx of American capital and American entrepreneurs had been "of immense economic benefit to this country," and he deprecated the fear that this benefit was being bought at the cost of future political independence. On the contrary, he thought that "the financial and industrial stimulus we have thus received may well have been one of those things which have enabled us to assert our political independence so effectively."

Mr. Massey went on to speak of the handicaps imposed by "our loose federal constitutional structure, with immense reserves of power vested in the provinces." This made it particularly difficult to tackle the problems "which come from rapid industrialization, problems which are national in scope, but provincial in constitutional terms.

"The big problems are not ones which can really ever be settled and 'fixed' by some magic formula, some act of revolution, some political system," Mr. Massey

said at the conclusion of his address. "They are the problems we must teach ourselves to live with, just as all peoples, for the first time in human history, are now simply forced to learn to live with one another, if we are to survive at all. . . ."

Dr. W. A. Lewis

Industrialization comes in three stages, and the first one is the most trying, Dr. Lewis told the delegates in an address in which he spoke up in defence of industrialization, capitalism, and democracy.

"The early decades of industrialization are always a time of troubles, presenting the paradox that though society is growing richer, it simultaneously grows angrier, and most angry at the points where most development is taking place," he said.

This first stage of industrialization begins "when money-making is given its head," he went on. "Capitalists challenge the old rulers. They insist on making new laws to protect persons and property. They demand administrative reforms. They seize a share, even the dominating share in the government. They even change the national ideology. Profit-making, which in most religions is slightly immoral, comes to be sanctified as a reward for enterprise."

Industrialization gives rise to unrest on account of the unemployment brought about by development and the efforts of those in one sector of the economy to keep up with cost increases generated by development in other sectors, Dr. Lewis explained.

Once the first phase has passed, however, "social peace" is restored as a logical result of the advance of economic development. This comes about from several causes, he said.

"Industrialization abolishes one of the causes of social strife by abolishing economic misery. In face of rising national output per head, slums, famine, early mortality, ignorance, and other great social evils are rolled away.

"In the early phase of industrialization men worry about whether their children will die of hunger; in the later phase they worry about whether they can maintain the payments on their television set."

Another result of economic development is the lessening of the number of significant human differences, Dr. Lewis explained. He attributed the growth of religious and racial toleration to "the evolution of an economic system which rewards primarily by performance, and not by affiliation, and which, in doing so, has reduced conflicts of race, religion and tribe to the significance of children's games."

The third great consequence of industrialization is development of equality and the abolition of social classes, the speaker contended. "Industrialization takes the humiliation out of the lives of the masses of the people."

Dr. Lewis warned the delegates, however, many of whom were from the new states of Africa and Asia, that democracy is on trial in these countries. But he thought that their troubles would prove to be temporary, "and that the very forces which have created them, the forces of economic development, will also take us through to relative calm."

Regarding Communism, he said that "Marxist revolution may be a necessary prelude to reform in countries dominated by reactionary landlords, as for example in one or two Latin American countries." But, he argued, such revolutions were not necessary in capitalist countries, "since capitalists can be made to yield by other pressures."

Dr. Lewis rejected the theory that in the new nations economic development can be achieved only under a dictator. "The kind of social peace which we seek to reach is one where people accept their political system because they have hope and confidence that their aspirations can be met within that system," he said.

To establish such a system there must be "democratic leaders who will rise above sectional interests" and "a devoted administrative class." Given these, "the relative peace which the developed countries took a century to win can be achieved by us in two generations," Dr. Lewis declared.

Baker Foundation for Blindness Prevention

Canadian National Institute for the Blind sets up E. A. Baker Foundation for Prevention of Blindness in recognition of outstanding service of Col. E. A. Baker, who has retired as Managing Director of the Institute after 42 years

After 42 years of service to the blind in Canada, Col. E. A. Baker, O.B.E., M.C., Croix de Guerre, B.Sc., LL.D., retired at the end of June as Managing Director of the Canadian National Institute for the Blind. Col. Baker has devoted most of his life to the development of services for the blind and to prevention of blindness programs.

In recognition of his outstanding service, the CNIB has set up the E. A. Baker Foundation for Prevention of Blindness.

This year is Prevention of Blindness year, dedicated to directing public attention to visual health, and being observed in 109 member countries of the World Health Organization.

The Baker Foundation will assist in many prevention of blindness projects. It will provide fellowships and scholarships to encourage young doctors to study ophthalmology. There is an ever-growing need for more eye doctors in Canada. At present there are only 250 certified ophthalmologists in this country.

A grant of $3,000 to the University of British Columbia for this purpose was made during the past year. Ophthalmic research will also receive support from the Foundation.

Provision of special equipment required by eye specialists will be another undertaking of the Foundation. During the year the CNIB made a grant of $4,000 to the University of Toronto to supply four microscopes for use in teaching in the Department of Ophthalmology at the University. This is in addition to two fellowships of $2,000 each presented annually by the National Council and the Ontario Board of Management.

Grants to encourage and assist nurses to take special training in ophthalmic nursing will also be provided by the Foundation.

The Foundation will provide research grants to the Eye Bank of Canada to study ways of restoring sight to more blind Canadians. Some 600 persons have already benefited from this service. The Baker Foundation will aid the expansion of the low vision clinic in Toronto, which has improved the vision of many Canadians who could not be helped by ordinary lenses. Through special grants to these and other services of prevention, the Baker Foundation will aid in the promotion of visual health across the country.

Although Col. Baker worked untiringly for the betterment of services for the blind in Canada, he did not confine his interests to his own country. He is now serving his third term as President of the World Council for the Welfare of the Blind, which seeks to aid the sightless in more than 40 countries. He was interested in the formation of the Royal Commonwealth Society for the Blind, London, England, which now serves the blind in the underprivileged countries of the Commonwealth. The Baker Foundation will assist, to some degree, prevention of blindness programs now underway in underdeveloped countries.

Blinded himself during the First World War, Col. Baker has maintained an active interest in veterans' affairs. He is Honorary Chairman of the National Council of Veterans Associations in Canada, Honorary President of the War Pensioners of Canada, a Life Member of the Canadian Legion and the Army, Navy, and Air Force Veterans in Canada. He was Vice-President and later Secretary of the Sir Arthur Pearson Association of War Blinded for more than 30 years.

Col. Baker was the first recipient of the Helen Keller Award for outstanding leadership at international levels. The award was presented by Helen Keller herself in New York in 1960.

With the passing of the Vocational Rehabilitation of Disabled Persons Act, the Minister of Labour appointed Col. Baker as a member of the National Advisory Council for the Vocational Rehabilitation of Disabled Persons as a representative of the voluntary agencies. During the past ten years Col. Baker has given outstanding assistance to the Government of Canada in the development of plans for vocational rehabilitation of disabled persons.

Wally Kennedy, blind for the last 15 years, has just completed ten years of what his employers describe as "very satisfactory" service at the Canadian General Electric plant in Barrie, Ont. Wally is employed at tasks requiring skill and careful workmanship.

At present he is engaged in sandblasting the sole plates of electric irons.

OECD Seminar on Age and Employment

Hope of sponsors was to obtain positive suggestions that could be laid before the bodies, national and international, that could take action on them. Two Department of Labour officials among the specialists invited to participate

Under the sponsorship of the Organization for Economic Co-operation and Development (OECD) a five-day seminar on age and employment was held in Stockholm, Sweden, from April 15 to 19 this year. Participation was by invitation to specialists from various countries, mostly European, and representatives from 13 nations attended. Canada and the United States sent representatives.

Attending from Canada were Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, and Chairman, Interdepartmental Committee on Older Workers, and Dr. Gil Schonning, Assistant Director, Economics and Research Branch, Department of Labour.

The seminar was convened to provide positive suggestions that could be laid before those bodies—both national and international—that might be in a position to act upon them. The two principal areas of discussion were employment and research.

Topics discussed included: attitudes toward age and employment and toward premature retirement; psychological reasons for unemployment; aging and working capacity; problems of measuring functional age and assessment of fitness; vocational training and retraining; training for retirement; the effect of pension regulations and the relationship between pension schemes and attitudes toward retirement; the need for further research; the need for public education to eliminate age-discriminatory practices; and many other related aspects of the problem.

Four Proposals

One paper presented at the seminar outlined four practical proposals for alleviating the employment problem for older persons. The paper proposed that:

—attempts be made to alter working conditions so that they were better suited to the capabilities of older people;

—efforts be made to find the aging worker a new job that is physiologically, psychologically and socially better suited to his capabilities;

—in dealing with the problem, thought be given to the procedures for guiding workers and transferring them to other jobs, with consideration given to the facilities that would enable the older worker to do his new job properly;

A final obvious point was the importance of wage considerations in the employment of aging workers.

The following six conclusions were agreed upon as representing satisfactorily the main results of the deliberations:

1. There was satisfactory evidence that in all participating countries a new and growing problem existed concerning age and employment. Those involved were in the second half of their working lives—above the age of 40 years.

2. The present nature and extent of the problem in a particular country is a complex function of its population structure and trends, its labour market economy, its rate of technological change, and its social and educational pattern.

3. Three specific problems could be distinguished and, although related, should be given separate attention. These were:

—The effects on men and women beyond the mid-point of their working lives of recent acceleration in the rate of technological change. These effects were principally those of increased stress and difficulty of re-employment.

—The transitional phase around the usual pensionable ages, in which men and women were, in general, still capable of socially useful activity whether remunerated or voluntary, while probably not fully capable of continuing further their previous full-time employment.

—The phase—essentially a new one for the majority of the working population—in which many years must be spent in full retirement.

4. The problems faced by those usually described as the unskilled and semi-skilled, whether in factory or office, were found to be generally much greater than those faced by the skilled or highly-trained persons.

5. The chronological age of a person is a highly unsatisfactory measure of his occupational utility and adaptability.

6. The communication of facts obtained by research workers in a variety of disciplines to those in government, in management and in the trade unions, who alone can implement them, appears not to have been highly successful to date.

U.N. Commission on the Status of Women

16th session deals with several subjects relating to women's position within the labour force; vocational guidance and training, equal pay, retirement age

At its 16th session, held March 19 to April 6, the United Nations Commission on the Status of Women dealt with several subjects relating to women's position within the labour force.

Vocational Guidance and Training—Commission members agreed that vocational guidance and training were the key to the economic advancement of women workers. Professional classes are fairly well served with vocational guidance and training courses but very little training is available for clerical and unskilled jobs, in which the greatest number of women are.

Delegates expressed the view that adequate guidance in the choice of jobs and training was of vital importance not only for girls seeking their first job but also for older women re-entering the labour force.

In a resolution, member states were urged (a) to consider how to improve the vocational guidance and vocational and technical training of women and girls and to achieve free educational facilities in that field, (b) to ensure men and women equal access to existing vocational and professional schools, (c) to establish new centres, where necessary, for vocational and professional training of men and women on the basis of equality and (d) to encourage on-the-job vocational training of women in industrial and other establishments.

The Commission expressed the hope that the ILO Panel of Consultants on the Problems of Women Workers will discuss vocational guidance and counselling at its next session and that the ILO will place the subject on the agenda of an early session of its General Conference.

Equal Pay for Equal Work—It was reported that 39 countries had ratified the ILO Convention (No. 100) concerning equal remuneration for men and women workers for work of equal value. The long-term trend in respect to equal pay was encouraging.

In the Commission's debate on this subject, the members stressed the following obstacles to full acceptance of the principle: lack of objective analysis of job content and lack of simple job evaluation methods; inadequate vocational guidance and training; lack of child care facilities, which increases absenteeism among working mothers; the cost of maternity benefits, which the employer tends to charge as wages; the existence of special categories of "typically feminine work"; and women's acceptance of lower wages, especially in the developing countries.

A resolution was passed requesting member states who had not already done so to ratify ILO Convention 100 and also to implement the provisions of the companion Recommendation (No. 90). Voluntary organizations, both national and international, were urged to advocate equal pay in all their activities and to work for equal pay legislation and practical application of the principle.

Age of Retirement—Complying with a resolution passed at the Commission's 14th session (L.G. 1960, p. 594), the ILO undertook a global study of the age of retirement for women and their rights to pension. In its study, the ILO had considered the age of retirement in the light of information from biologists, public health experts, doctors, psychologists and industrial personnel specialists.

To give members time to consider the ILO report thoroughly, the Commission decided to defer discussion until the 17th session.

Children of Working Mothers—The Commission considered a report of a seminar on creches and day nurseries sponsored by the International Children's Centre, Paris (L.G., July, p. 829). Differing opinions were expressed, depending on the social and economic situations of the member countries. It was generally agreed, however, that "Female employment is a social fact against which it is naive and useless to protest."

Members thought: there was need for improving the quality of existing institutions; the financing of creches and day nurseries should be from public funds, from private capital or funds supplied by non-governmental organizations according to the economic, social and cultural structure of different countries; and the scope of help to working mothers should be widened to include other aids such as home helps and visiting nurses.

A resolution was passed requesting that information on the most important approaches and facilities to assist working mothers in the care of their children be obtained from WHO, the ILO and the International Children's Centre for the 18th session of the Commission.

Latest Labour Statistics

(Latest statistics available at August 15, 1962)

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) ... (000)	July	6,877	+ 1.9	+ 2.0
Employed ... (000)	July	6,569	+ 1.8	+ 2.8
Agriculture ... (000)	July	746	+ 8.6	− 5.8
Non-agriculture ... (000)	July	5,823	+ 1.0	+ 4.0
Paid workers ... (000)	July	5,359	+ 1.1	+ 4.5
At work 35 hours or more ... (000)	July	5,141	− 8.0	+ 3.4
At work less than 35 hours ... (000)	July	580	− 13.7	+ 5.6
Employed but not at work ... (000)	July	848	+ 341.7	− 2.3
Unemployed ... (000)	July	308	+ 2.3	− 13.0
Atlantic ... (000)	July	46	+ 2.2	+ 7.0
Quebec ... (000)	July	109	+ 3.8	− 10.7
Ontario ... (000)	July	94	+ 2.2	− 16.1
Prairie ... (000)	July	26	0.0	− 29.7
Pacific ... (000)	July	33	0.0	− 17.5
Without work and seeking work ... (000)	July	292	+ 0.7	− 12.3
On temporary layoff up to 30 days ... (000)	July	16	+ 45.5	− 23.8
Industrial employment (1949=100) ...	May	121.0	+ 3.7	+ 3.2
Manufacturing employment (1949=100) ...	May	113.4	+ 2.7	+ 4.6
Immigration ...	1st 6 Mos. 1962	34,061	—	− 7.4
Destined to the labour force ...	1st 6 Mos. 1962	17,214	—	− 6.9
Strikes and Lockouts				
Strikes and lockouts ...	July	47	− 11.3	+ 14.6
No. of workers involved ...	July	16,775	+ 15.3	+ 90.1
Duration in man-days ...	July	133,650	− 48.7	+ 41.3
Earnings and Income				
Average weekly wages and salaries (ind. comp.) ...	May	$ 80.76	+ 0.7	+ 3.5
Average hourly earnings (mfg.) ...	May	$ 1.89	0.0	+ 2.7
Average hours worked per week (mfg.) ...	May	41.0	+ 1.0	+ 1.2
Average weekly wages (mfg.) ...	May	$ 77.50	+ 1.3	+ 4.1
Consumer price index (1949=100) ...	July	131.0	+ 0.4	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100) ...	May	142.3	+ 1.0	+ 2.9
Total labour income ... $000,000 ...	May	1,674	+ 3.4	+ 7.1
Industrial Production				
Total (average 1949=100) ...	June	194.9	+ 3.5	+ 8.8
Manufacturing ...	June	176.0	+ 4.6	+ 9.2
Durables ...	June	178.5	+ 4.5	+ 12.8
Non-durables ...	June	173.9	+ 5.0	+ 6.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Employment and Unemployment, July

Employment rose by 118,000 between June and July. The increase was somewhat larger than usual for the month in the non-farm sector of the economy; there was also an increase in farm employment but it was much less than seasonal.

Employment in July totalled 6,569,000, which was 180,000 higher than in July last year.

Unemployment remained virtually unchanged during the month. It totalled 308,000, compared with 301,000 in June. The July unemployment total was 46,000 lower than a year earlier.

The unemployment total in July was 4.5 per cent of the labour force, compared with 5.2 per cent a year earlier.

The estimated labour force in July was 6,877,000, an increase of 134,000, or 2.0 per cent, from a year earlier.

The increase during the month in the total labour force and in the number employed was accounted for almost entirely by a further influx of students into the labour market. An estimated 173,000 teenagers were added to the labour force, most of whom found work. This addition was partly offset by the seasonable withdrawal of a significant number of married women from the labour force.

Employment

Seasonal requirements of agriculture were somewhat smaller than in previous years, but nevertheless accounted for half of the net increase in employment from June to July.

The advance in non-agricultural employment stemmed mainly from increased activity in construction, transportation, and trade. Employment in the service industry showed little change during the month, whereas it normally registers a sizable decline.

Manufacturing employment was at about the same level as in June. It was seasonally retarded by layoffs for model changeover in the automobile industry. But virtually all other manufacturing industries were considerably busier than at this time last year.

Employment in July was 2.8 per cent higher than in July 1961. Non-farm employment was 4.0 per cent higher. The main increases were 84,000 in service and 71,000 in manufacturing. Smaller gains took place in construction, transportation, and mining.

Seasonal labour requirements in agriculture were much lower than usual in July, particularly in Ontario. Compared with a year ago, farm employment was lower in the Atlantic, Quebec and Ontario regions; there was little change in the western regions.

Non-farm employment was substantially higher in all regions than a year earlier. Gains ranged from about 3 per cent in the Atlantic region to better than 5 per cent in Quebec.

Unemployment

Between June and July, the number of unemployed showed no appreciable change. In comparison, the change in unemployment between June and July over the past five years has varied from an increase of 15,000 to a decrease of 29,000. Virtually all of the 46,000 year-to-year drop in unemployment was among unemployed men, and all of the decrease was among those 20 years of age and over.

About two thirds of those unemployed in July had been out of work for three months or less. Another 12 per cent had been unemployed for four to six months, and 20 per cent for more than six months. Long-term unemployment was substantially lower than last year.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	July 1962	July 1961	July 1962	July 1961	July 1962	July 1961
Metropolitan	1	1	3	7	8	4
Major Industrial	2	1	16	19	8	6
Major Agricultural	—	—	3	1	11	13
Minor	—	—	18	24	40	34
Total	3	2	40	51	67	57

CLASSIFICATION OF LABOUR MARKET AREAS—JULY

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ← LEAMINGTON	Quebec-Levis St. John's Vancouver-New Westminster	→ CALGARY → EDMONTON Halifax Hamilton → MONTREAL Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean OSHAWA ←	Brantford Corner Brook Cornwall Farnham-Granby Joliette Kingston Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivieres	→ FT. WILLIAM-PT. ARTHUR Guelph Kitchener London → SARNIA Sudbury → TIMMINS-KIRKLAND LAKE → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Chatham Riviere du Loup Thetford-Megantic-Ville St. Georges	→ BARRIE Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → SASKATOON Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Beauharnois Campbellton CENTRAL VANCOUVER ISLAND ← Dawson Creek Drummondville Edmundston Fredericton Gaspe Lindsay Newcastle Okanagan Valley Prince George-Quesnel Quebec North Shore → RIMOUSKI Ste. Agathe-St. Jerome St. Jean Summerside Valleyfield	→ SAULT STE. MARIE → BATHURST → BELLEVILLE-TRENTON → BRACEBRIDGE Brampton Bridgewater → CHILLIWACK → CRANBROOK Dauphin Drumheller Galt Goderich Grand Falls → KAMLOOPS Kentville Kitimat Lachute-Ste. Therese Listowel Medicine Hat → MONTMAGNY North Bay Owen Sound Pembroke Portage la Prairie Prince Rupert St. Hyacinthe → ST. STEPHEN St. Thomas Simcoe Sorel Stratford Swift Current Trail-Nelson Truro Victoriaville Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 642, June issue.

COLLECTIVE BARGAINING REVIEW

Major Settlements in 1962

During the first six months of 1962, more than 120 settlements applying to bargaining units of 500 or more employees were negotiated in industries outside the construction sector. Agreements of one year's duration were concluded in 32 per cent of the settlements, and two-year contracts accounted for 40 per cent of the new major agreements. Approximately one quarter of all settlements were for a period of three years.

More than half of the one-year settlements provided for base rate increases of 4 or 5 cents an hour, with the latter wage increase being the more common.

In the manufacturing sector a wage increase of 4 cents an hour was agreed to in the contracts of a sugar refining company, a confectionery manufacturer and two pulp and paper firms. Five-cent-an-hour increases were granted by five pulp and paper companies—Abitibi Power and Paper, Great Lakes Paper, Ontario Paper, Ontario-Minnesota Paper and Provincial Paper—and by Dunlop Canada Limited, Firestone Tire and Rubber Company, B. F. Goodrich Rubber Company and Goodyear Tire and Rubber Company in the rubber industry.

In two other one-year settlements negotiated by MacMillan, Bloedel and other pulp and paper companies in British Columbia, the base rates were increased by 7 cents an hour. Four one-year agreements in the manufacturing sector provided for no wage increases but made improvements in such areas as paid holidays, vacations, pension benefits, and company contributions to welfare plans.

In the service sector, eight major agreements were signed for a term of one year. Six of these increased the base rates of employees in municipal and provincial governments, hospitals and restaurants by 4 or 5 cents an hour.

Of the major two-year settlements negotiated in the first six months of 1962, close to one half increased base rates by 10 to 13 cents an hour. Among the two-year agreements providing for a total wage increase of 10 cents an hour were contracts signed by Consolidated Paper, Spruce Falls Power and Paper Company and Kimberley-Clark Limited, Aluminum Company of Canada and Consolidated Mining and Smelting Company of Canada.

Wage increases amounting to 11½ cents an hour were the pattern in the meat packing industry where Burns and Company, Canada Packers and Swift Canadian Company negotiated four agreements covering a total of 11,400 employees.

Among the major agreements granting an increase of 13 cents an hour over two years were three contracts covering 7,600 textile workers of Dominion Textile Company and Montreal Cottons Limited.

Most of the major three-year settlements of the first half of 1962 were concluded in the mining and manufacturing industries. In the asbestos, copper, iron and uranium mining sectors, six major agreements, covering 4,500 employees, were negotiated; they provided for wage increases in the range of 10 to 20 cents an hour.

In manufacturing, three-year agreements were negotiated by some of the largest steel, farm implements and automobile companies. The Steel Company of Canada agreed to increase base rates by 10 cents an hour during the life of three contracts applying to approximately 10,280 workers. In the agricultural machinery industry, International Harvester signed an agreement that granted a total base-rate increase of 13 cents an hour, and Massey-Ferguson concluded a contract increasing base rates by 18 cents an hour over a three-year period.

By April 1962, the three largest automobile manufacturers had signed new three-year contracts. Early in the year, Ford Motor Company of Canada signed two agreements providing for base-rate increases of 18 cents an hour. The wages of Chrysler Corporation employees were increased by 17 cents an hour over the term of a contract concluded in April. At General Motors, a three-year settlement had been reached toward the end of 1961.

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1962, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1962, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15–20		21–26		27–32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
7¢	1	900								
8¢	1	500								
16¢					1	27,000				
20¢					1	6,000				
Mining										
3¢					1	1,200				
10¢									1	600
12¢									2	1,100
15¢									1	600
18¢									1	1,700
20¢									1	500
Manufacturing										
0¢	4	2,600								
3¢	2	9,500								
4¢	4	2,250								
5¢	9	11,740			1	730				
6¢					1	800			1	800
7¢	2	6,300			3	2,100				
8¢									2	2,150
9¢							1	600		
10¢					8	12,900			4	10,780
11¢					1	1,900				
12¢					6	12,750				
13¢					4	8,250	1	2,500	1	2,000
15¢					1	1,300	1	1,000	1	750
17¢					1	900			2	3,980
18¢					1	1,500			4	12,250
26¢									1	600
29¢					1	3,500				
32¢					1	1,300				
39¢									1	1,500
43¢									1	1,000
Transportation, Storage and Communication										
0¢	1	1,200								
2¢	1	1,000								
3¢	1	980								
5¢	2	1,520								
7¢	1	1,380			2	2,130				
8¢	1	550								
12¢	1	1,150							1	650
13¢					1	530				
15¢									1	1,200
18¢					1	1,000			1	730
Public Utility Operations										
3¢			1	730						
24¢									1	700
30¢					1	900				
Trade										
4¢	1	1,000								
13¢					1	700				
15¢					2	2,180				
17¢									1	2,400
22¢							1	540		
Service										
3¢	1	600								
4¢	3	3,900							1	1,200
5¢	3	2,380								
6¢	1	600			1	750				
7¢					1	1,200				
10¢					1	2,500				
13¢					1	550				
15¢					2	1,050				
16¢					2	3,400				
40¢					1	1,000				
Total	40	50,050	1	730	49	100,020	4	4,640	30	47,190

* Wage increases shown relate to base rates only. Fractions of a cent are rounded to nearest cent. Data on employees covered are approximate and include all employees covered by the settlement.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During August, September and October

(except those under negotiation in July)

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dom. Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Iron Ore of Can., Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Northern Electric (western region), Toronto, Ont.	Communication Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Sask. Government	Sask. Civil Service (Ind.) (classified services)
Sask. Govt. Telephone	Communications Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Part II—Negotiations in Progress During July

Bargaining

Company and Location	Union
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. National Nfld. Steamship Service (CNR)	Railway, Transport & General Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
DuPont of Can., Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)

Company and Location	Union
Hotel Chateau Frontenac, (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier, (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
New Brunswick Telephone	I.B.E.W., (AFL-CIO/CLC) (traffic empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C.	Sask. Wheat Pool Empl. (CLC) (office & salaried empl.)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., Southern B.C.	Woodworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, (north. general freight), Ont.	Teamsters (Ind.)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)

Conciliation Board

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
C.N.R., C.P.R. & other railways, system-wide	15 unions (non-operating empl.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)

Post-Conciliation Bargaining

Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Arbitration

Company and Location	Union
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)

Part III—Settlements Reached During July 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

American Motors, Brampton, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 6¢ an hr. eff. July 1, 1962, 1963 and 1964; 8¢ of cost-of-living allowance incorporated into wage rates; 2¢ of 1962 wage increase and 1¢ of cost-of-living allowance applied to welfare cost; evening and night shift premiums increased to 12¢ and 18¢ respectively (formerly 10¢); 3 wks. vacation after 15 yrs. of service (previously no provision); group life insurance increased to $5,000 (formerly $2,500); weekly sickness and accident indemnity increased to $45 (formerly $35); fully-paid medical and hospital plan (company paid 50% previously); S.U.B. plan established; pension plan to be negotiated in third yr. of agreement; labour rate after July 1, 1964 will be $2.23 an hr.

Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.—Commerce Empl. Federation (CNTU): 2-yr. agreement covering 1,500 empl.—wage increases to casual empl.

Bathurst Power & Paper, Bathurst, N.B.—Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others: 1-yr. agreement covering 800 empl.—wage increase of 2¢ an hr. eff. July 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 5¢ and 8¢) respectively; sick leave increased to 2 wks. (formerly 1 wk.); any or all production units may operate for 7 days a wk. for a maximum of 26 wks. per contract yr. (regular operations are 6 days a wk. with 24-hr. shutdown on Sunday); labourer's rate is $2 an hr.

B.C. Hotels Assn., Vancouver, B.C.—Hotel Empl. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—eff. May 1, 1962, wage increases of 6¢ an hr. at Class A hotels, 4¢ an hr. at Class B hotels and of 2¢ an hr. at Class C hotels; eff. Nov. 1, 1962 and May 1, 1963, wage increases of 4¢ an hr. at Class A hotels, 2¢ an hr. at Class B hotels and 2¢ an hr. at Class C hotels; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.).

B.C. Telephone & subsidiaries—B.C. Telephone Wkrs. (Ind.): 2-yr. agreement covering 5,180 empl.—wage increase of 3% eff. April 1, 1962 for plant and clerical empl. and of 1½% eff. April 1, 1963 for traffic empl.; weekly hrs. of work for traffic empl. reduced to 35 (formerly 37½); plant and clerical empl. will continue to work 40 hrs. and 37½ hrs. a wk. respectively; 3 wks. vacation after 6 yrs. of service (formerly after 7 yrs.) for traffic and clerical empl. and 3 wks. vacation after 7 yrs. of service (formerly after 8 yrs.) for plant empl.; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); lineman's rate will be $12.06 a day, Vancouver operator's rate will be $8.53 a day and typist's rate will be $9.54 a day.

Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.—Bush Wkrs., Farmers' Union (Ind.): 1-yr. agreement covering 800 empl.—wage increase of 5¢ per cord raising the minimum to $6.05 per cord; vacation credit increased to 2½% of gross wages after 85 days of service; compulsory union membership after 30 days of service (formerly after 35 days).

Cloak Mfrs. Assn., Toronto, Ont.—Ladies Garment Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,400 empl.—wage increase of 7% eff. July 1, 1962; 6 paid holidays eff. July 1, 1963 (formerly 5); cutter's and presser's rate is $2.20 an hr.

DeHavilland Aircraft, Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,900 empl.—wage increases of 6¢ an hr. eff. June 23, 1962, June 22, 1963 and June 20, 1964; additional wage increase of 4¢ an hr. for skilled trades eff. June 23, 1962; cost-of-living allowance formula (1¢ for each .6 point change in Consumer Price Index) continued, with 3¢ of existing bonus incorporated into wage rates and 2¢ applied to welfare cost; half-holiday with pay the day before Christmas; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); weekly sickness and accident benefit increased to $55 (formerly $45) for 26 wks. and waiting period reduced from 7 to 5 days; pension benefits increased to $2.40 a mo. per yr. of service (formerly $2) eff. Feb. 1, 1962 and to $2.80 a mo. per yr. of service eff. Feb. 1, 1964; S.U.B. to be established together with short work week benefit; union shop (formerly Rand formula); labour rate after June 20, 1964 will be $1.98 an hr.

EASTERN CAN. NEWSPRINT GROUP, QUE. & N.S.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 5,000 empl.—wage increase of 5¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); companies will contribute an additional 50¢ a mo. per married employee toward the cost of welfare plans eff. May 1, 1962; labourer's rate is $2.03 an hr.

E. B. EDDY, HULL, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,750 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 6¢ and 11¢ (formerly 5¢ and 10¢) respectively; company contribution to welfare plan increased by 50¢ a mo. per employee with dependents; labourer's rate is $1.90 an hr.

FOOD STORES (VARIOUS), VANCOUVER, VICTORIA & NEW WESTMINSTER, B.C.—RETAIL CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 3,000 empl.—wage increases of 5¢ an hr. eff. April 23, 1962, Nov. 5, 1962 and April 22, 1963; 4 wks. vacation after 20 yrs. of service (no previous provision); after April 22, 1963, male food clerk's rate will be $1.60 an hr. and female food clerk's rate $1.50 an hr.

FRASER COS., ATHOLVILLE, EDMUNDSTON & NEWCASTLE, N.B.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—wage increase of 8¢ an hr.; evening and night shift premiums increased to 7¢ and 10¢ (formerly 5¢ and 8¢) respectively; sick leave increased to 2 wks. (formerly 1 wk.); employer contribution to Blue Cross increased to $3.10 a mo. (formerly $2.15); base rate is $1.98 an hr.

GASPESIA WOODS CONTRACTORS, CHANDLER, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 1-yr. agreement covering 500 empl.—wage increase of 5¢ per cord raising the minimum to $6.05 per cord; vacation bonus increased to 2½% of gross wages after 75 days of service; compulsory union membership after 30 days of service (formerly after 35 days).

HOTEL DIEU ST. VALLIER, CHICOUTIMI, QUE.—SERVICE EMPL. FEDERATION (CNTU): 2-yr. agreement covering 600 empl.—minimum salary increase of $8 a wk. retroactive to July 1, 1961 for male empl. and minimum salary increase of $6 a wk. retroactive to July 1, 1961 for female empl.; weekly hrs. of work reduced to 40 eff. July 1, 1962 (previously 44); 4 wks. vacation after 20 yrs. of service (previously no provision); Rand formula supersedes voluntary check-off.

KINGSWAY TRANSPORT, SMITH TRANSPORT & OTHERS, MONTREAL, QUE. & OTHER CENTRES—TEAMSTERS (IND.): 4-yr. agreement covering 1,500 empl.—wage increases of 9¢ an hr. eff. July 1, 1962, 9¢ an hr. eff. Aug. 1, 1963, and 8¢ an hr. eff. Sept. 1, 1964 for employees based in Montreal; wage increases of 10¢ an hr. eff. July 1, 1962, 11¢ an hr. eff. Aug. 1, 1963; and 9¢ an hr. eff. Sept. 1, 1964 for employees in the branches; mileage rates (formerly 6.75¢ a mile) increased to 6.95¢ eff. July 1, 1962, to 7.15¢ eff. Aug. 1, 1963 and to 7.25¢ eff. Sept. 1, 1964; weekly hrs. of work maintained at 50 by Kingsway Transport and Smith Transport and reduced from 55 to 50 by other companies; Kingsway Transport and Smith Transport vacation provisions extended to other companies: 1 wk. after 1 yr. of service, 2 wks. after 2 yrs., 3 wks. after 10 yrs.; companies' contributions to social security plan (life insurance, weekly indemnity, medical and surgical coverage) increased to $7 a mo. per employee (formerly $5); job protection for highway drivers when piggyback service is used; helper's rate will be $1.51 an hr. and chauffeur's (semi-trailer) rate will be $1.86 an hr. after Sept. 1, 1964.

LAKE ASBESTOS OF QUE., BLACK LAKE, QUE.—MINING EMPL. FEDERATION (CNTU): 3-yr. agreement covering 500 empl.—wage increases of 3½% retroactive to Jan. 1, 1962, 2½% eff. Jan. 1, 1963 and 3% eff. Jan. 1, 1964; evening and night shift premiums (formerly 5¢ and 8¢ respectively) increased to 6¢ and 10¢ in 1962, to 7¢ and 11¢ in 1963 and to 8¢ and 12¢ in 1964; bereavement leave provision introduced.

MOTOR TRANS. IND. RELATIONS BUREAU, ONT.—TEAMSTERS (IND.) (DRIVERS, DOCKMEN, WAREHOUSEMEN & CHECKERS): 4-yr. agreement covering 7,000 empl.—settlement pay of $80, prorated for employees hired after Sept. 30, 1961; wage increases of 5¢ an hr. eff. July 7, 1962 (4¢ an hr. for dockmen and checkers eff. June 1, 1962), 4¢ an hr. eff. Mar. 1, 1963, 5¢ an hr. eff. Dec. 1, 1963, 6¢ an hr. eff. Sept. 1, 1964 plus 2¢ an hr. for drivers, warehousemen and checkers eff. June 1, 1965; increases in mileage rates; hotel allowance increased from $2.50 to $3.50 a night; employer contributions toward a pension fund of $3 a mo. from July 7, 1962 to May 30, 1963, of $4 a mo. from June 1, 1963 to May 30, 1964, $5 a mo. from June 1, 1964 to May 30, 1965 provided that employees contribute equal amounts; job protection for employees with 3 or more yrs. seniority when piggyback service is used.

MOTOR TRANS. IND. RELATIONS BUREAU, ONT.—TEAMSTERS (IND.) (MAINTENANCE EMPL.): 44-mo. agreement covering 1,000 empl.—wage increases for skilled mechanics of 6¢ an hr. eff. June 1, 1962, 5¢ an hr. eff. Mar. 1, 1963, 6¢ an hr. eff. Dec. 1, 1963 and 7¢ an hr. eff. Sept. 1, 1964; other terms along the lines of settlement listed above.

NORTH. INTERIOR LUMBERMEN'S ASSN., B.C.—WOODWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 6¢ an hr. eff. Sept. 1, 1962 and 4¢ an hr. eff. Sept. 1, 1963; labourer's rate after Sept. 1, 1963 will be $1.89 an hr.

ONTARIO HYDRO, COMPANY-WIDE—PUBLIC SERVICE EMPL. (CLC): 3-yr. agreement covering 9,000 empl.—arbitration award granting wage increases of 2% retroactive to April 1, 1961, 2½% retroactive to April 1, 1962 and 3% eff. April 1, 1963 for hourly rated empl.; increases for weekly salaried empl. of 2% retroactive to April 1, 1961, 2% retroactive to April 1, 1962 and 2½% eff. April 1, 1963; existing escalator clause for hourly rated empl. (3% increase or decrease for each 3% change in the consumer price index) extended to cover weekly salaried empl. as well.

VICTORIA HOSPITAL, LONDON, ONT.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—salary increases of 2½% eff. Jan. 1, 1962, 2½% eff. July 1, 1963 and 3% eff. July 1, 1964; male cleaner's rate after July 1, 1964 will be $261.82 a mo.

INTERNATIONAL LABOUR ORGANIZATION

Two Conventions, Two Recommendations Adopted by 46th ILO Conference

Conventions concern equality of treatment of nationals and non-nationals in social security, basic aims and standards of social policy. Recommendations concern reduction of hours of work, vocational training and technical education

The 46th Session of the International Labour Conference ended in Geneva on June 28. The session, which had opened on June 6, achieved these main results:

—Adoption of a Convention concerning equality of treatment of nationals and non-nationals in social security (see text, page 936).

—Adoption of a Convention concerning basic aims and standards of social policy (see text, page 933). The two new Conventions bring to 118 the number of ILO Conventions adopted since the establishment of the Organization in 1919.

—Adoption of a Recommendation concerning reduction of hours of work.

—Adoption of a Recommendation concerning vocational training and of a Resolution concerning vocational training and technical education. The number of ILO Recommendations now stands at 117.

—Adoption of conclusions to serve as the basis for a Convention and for a supplementary Recommendation concerning the prohibition of the sale, hire and use of inadequately guarded machinery.

—Adoption of conclusions to serve as the basis for a Recommendation concerning termination of employment.

—Adoption of a Constitutional amendment to increase the size of the ILO Governing Body from 40 to 48 members.

—Adoption of the ILO budget for 1963. The budget calls for a total net expenditure of $14,006,834.

In addition, the Conference discussed at length the annual Report of David A. Morse, ILO Director-General. Mr. Morse addressed the Conference in reply to the 200 speakers who had taken part in the general discussion. (For a report of addresses given by Canadian delegates during the discussion, see L.G., July, p. 830).

The session was attended by more than 1,000 delegates, technical advisers and observers from 92 member countries and 7 territories. The United Nations, its specialized agencies, other official international organizations and non-governmental international organizations also were represented by observers.

John Lynch, Irish Minister for Industry and Commerce, was elected President of the Conference.

Convention Concerning Equality of Treatment

The Conference adopted, by a vote of 259 to 1 with 50 abstentions, a Convention concerning equality of treatment of nationals and non-nationals in social security.

The Convention provides that a member country having ratified it shall grant within its territory to the nationals of any other member country which also has ratified it, equality of treatment with its own nationals under its social security legislation. Equality of treatment is to apply both as regards coverage and as regards the right to benefits and in respect of every branch of social security for which the country concerned has accepted the obligations of the Convention.

Member countries may accept the obligations of the Convention in respect of any one or more of the following branches of social security: medical care, sickness benefit, maternity benefit, invalidity benefit, old-age benefit, survivors' benefit, employment injury benefit, unemployment benfit, and family benefit.

The Convention states that equality of treatment as regards the grant of benefits shall be accorded without any condition of residence, except for a specified time in certain cases.

In addition, the Convention lays down a conditional obligation to pay old-age pensions, invalidity and survivors' benefits and death grants to beneficiaries resident abroad. The provisions of the Convention apply to refugees and stateless persons without any condition of reciprocity.

The Conference also had before it a draft Recommendation the purpose of which was to supplement the Convention. The Recommendation was not adopted, however, for want of a quorum when the final record vote was taken.

Convention Concerning Aims of Social Policy

The Conference adopted a Convention concerning basic aims and standards of social policy. The vote was 294 to 0 with 15 abstentions. The new instrument is a revision of the Social Policy Convention, 1947 (No. 82), and its main purpose is to make ratification or application possible for independent States.

The new Convention reiterates certain principles contained in the 1947 Convention, and raffirms these general principles:

1. All policies shall be primarily directed to the well-being and development of the population and to the promotion of its desire for social progress.

2. All policies of more general application shall be formulated with due regard to their effect upon the well-being of the population.

The Convention then reproduces, with the necessary changes in wording, the provisions of the 1947 Convention bearing on: improvement of standards of living; migrant workers; remuneration of workers and related questions; non-discrimination on grounds of race, colour, sex, belief, tribal association or trade union affiliation; education and training.

The new Convention contains a final provision according to which its coming into force is not to involve *ipso jure* denunciation of the 1947 Convention by any member for which that Convention continues to remain in force, nor is it to close that Convention to further ratification.

Recommendation on Reduction of Hours of Work

The Conference adopted a Recommendation concerning reduction of hours of work (which may be cited as the Reduction of Hours of Work Recommendation, 1962), by a vote of 255 to 22, with 46 abstentions.

This instrument indicates in its preamble the 40-hour week as a social standard to be reached, by stages if necessary, according to the principle set out in the 40-Hour Week Convention, 1935 (No. 47). It also states in its preamble that maximum hours of work should be set according to the Hours of Work (Industry) Convention, 1919 (No. 1), which provides for an 8-hour day and a 48-hour week.

One of the general principles contained in the new Recommendation is that normal hours of work should be progressively reduced, when appropriate, so as to reach the social standard indicated in the preamble without any reduction in the wages of the workers as at the time hours of work are reduced.

The Recommendation states further that each member country "should formulate and pursue a national policy designed to promote by methods appropriate to national conditions and practice, and to conditions in each industry, the adoption of the principle of the progressive reduction of normal hours of work."

In addition, the new instrument provides that "where the duration of the normal working week exceeds 48 hours, immediate steps should be taken to bring it down to this level without any reduction in the wages of the workers as at the time hours of work are reduced."

Recommendation Concerning Vocational Training

The Conference adopted a Recommendation concerning vocational training. The vote was 320 to 0 with 1 abstention. This instrument, to be known also as the Vocational Training Recommendation, 1962, supersedes the Vocational Training Recommendation, 1939; the Apprenticeship Recommendation, 1939; and the Vocational Training (Adults) Recommendation, 1950.

The new Recommendation applies "to all training designed to prepare any person for initial or later employment or promotion in any branch of economic activity" with the exception of: (1) training for management or high-level supervisory posts, (2) training for seafarers (covered by a 1946 Recommendation) and (3) training in agriculture (covered by a 1956 Recommendation).

The guiding principle postulated at the outset is that "training is not an end in itself, but a means of developing a person's occupational capacities, due account being taken of the employment opportunities, and of enabling him to use his abilities to the greatest advantage of himself and the community." The text also describes training as a "process continuing throughout the working life of the individual according to his needs as an individual and as a member of the community."

It states further that "training should be free from any form of discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin." It stresses the need for the continuous co-operation of all those concerned, notably public authorities, educational bodies and employers' and workers' organizations.

Resolution Concerning Vocational Training

The Conference adopted, in addition to the Recommendation, a resolution concerning vocational training and technical education. Noting that the ILO and UNESCO are co-ordinating their activities in these fields and co-operating in the preparation of comprehensive recommendations covering vocational training and technical education in the interests of all peoples, the resolution expresses the hope that member States and international organizations "will take these recommendations fully into account in the co-ordination of planning and implementation of national programs of vocational training, technical education and technical assistance."

Preparation of New International Standards

Two items on the agenda for this session—prohibition of the sale, hire and use of inadequately guarded machinery and termination of employment (dismissal and layoff)—were before the Conference for first discussion, with a view to the elaboration of new international labour standards. The conclusions adopted by the Conference on these two questions will serve as a basis for the preparation, after consultation with governments, of draft instruments to be submitted for final decision to next year's session of the Conference.

In adopting the report of its committee on unguarded machinery, the Conference opened the way for the adoption next year of a Convention and of a supplementary Recommendation to prohibit the sale, hire and use of inadequately guarded machinery. It is intended that both instruments should apply to all branches of economic activity and to all machinery, new or second-hand, driven by power other than manual power; and to all machinery, new or second-hand, driven by manual power in so far as it presents a risk of injury to the worker.

The proposed conclusions also state that the *use* of machinery, *any* dangerous part of which is without appropriate guards, should be prohibited. They lay down further that no person is to use a machine if the necessary guards are not in position, or is to make such guards inoperative. The provisions to be embodied in the contemplated supplementary Recomendation are similar to, but more inclusive than, those to be embodied in the contemplated Convention.

The Report of the committee on termination of employment, adopted by the Conference with the great majority of the Employers' group abstaining, contains a set of proposed conclusions in the form of a draft Recommendation.

The Conference decided in a separate resolution to "place on the agenda of its next session the question of termination of employment at the initiative of the employer for a second discussion with a view to the adoption of a Recommendation."

Other Resolutions

The Conference adopted a number of resolutions relating to matters not included in an item on the agenda, as follows:

—Concerning the activities of the ILO in the field of workers' education.

—Concerning the expansion of the activities of the ILO for the advancement of social security.

—Concerning the activities of the ILO to contribute to the eradication of the adverse consequences of colonialism in the fields of the conditions of work and standards of living of the workers.

—Concerning the strengthening of research in the labour field. (This resolution, approved unanimously, was sponsored by Canada (L.G., July, p. 831).)

—Concerning the United Nations Development Decade.

—Concerning the promotion of good industrial relations, particularly in countries in course of development, and consultation of employers' and workers' organizations.

Reply of the Director-General

In his reply to the speakers who had taken part in the general discussion, Mr. Morse stressed the need for a new awareness of "interdependence" as a key to success in meeting world development goals.

He told the Conference that the elimination of poverty and progress toward widespread prosperity could be attained only if *all* countries, developing and industrialized alike, achieved and sustained high rates of economic growth.

Turning to the problems of sustained growth in the industrialized countries, Mr. Morse expressed the view that here, too, the ILO had a useful function to perform.

The question of automation and technological change had, in fact, been examined by the Conference in 1957 and since then by ILO committees concerned with specific industries. But, he added, the situation is no longer what it was five years ago.

Mr. Morse said he believed the time was coming "for the ILO to take a new initiative in this field, acting as a catalyst to national efforts and promoting fuller technical co-operation among the countries concerned".

Mr. Morse informed the Conference that he would devote his Report next year to the adequacy of ILO programs and to the adjustment of the ILO to a changing world. He appealed to the delegates to observe a "moratorium on resolutions" so that the coming discussion of the whole range of ILO activities would not be put out of balance by draft resolutions giving special prominence to a few aspects only.

Canadian Participation

Canadians served on conference committees as follows: G. V. Haythorne and Lise Gauthier on the standing orders committee; John Mainwaring and S. C. H. Nutting on the resolutions committee; Edith Lorentsen on the committee on the application of conventions and recommendations; D. C. Dickson on the committee on vocational training; J. A. Blais on the committee on social security; G. G. Greene on the committee on unguarded machinery; G. V. Haythorne (Chairman) and R. M. Adams on the committee on termination of employment; John Mainwaring and Lise Gauthier on the committee on the amendment of Article 7 of the constitution; Guy de Merlis on the committee on hours of work; and John Mainwaring and W. E. Bauer on the finance committee of government representatives.

Text of Convention Concerning Basic Aims and Standards of Social Policy

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-sixth Session on 6 June 1962, and

Having decided upon the adoption of certain proposals concerning the revision of the Social Policy (Non-Metropolitan Territories) Convention, 1947, which is the tenth item on the agenda of the Session, primarily with a view to making its continued application and ratification possible for independent States, and

Considering that these proposals must take the form of an international Convention, and

Considering that economic development must serve as a basis for social progress, and

Considering that every effort should be made, on an international, regional or national basis, to secure financial and technical assistance safeguarding the interests of the population, and

Considering that, in appropriate cases, international, regional or national action should be taken with a view to establishing conditions of trade which would encourage production at a high level of efficiency and make possible the maintenance of a reasonable standard of living, and

Considering that all possible steps should be taken by appropriate international, regional and national measures to promote improvement in such fields as public health, housing, nutrition, education, the welfare of children, the status of women, conditions of employment, the remuneration of wage earners and independent producers, the protection of migrant workers, social security, standards of public services and general production, and

Considering that all possible steps should be taken effectively to interest and associate the population in the framing and execution of measures of social progress,

adopts this 22nd day of June of the year one thousand nine hundred and sixty-two the following Convention, which may be cited as the Social Policy (Basic Aims and Standards) Convention, 1962:

Part I. General Principles

Article 1

1. All policies shall be primarily directed to the well-being and development of the population and to the promotion of its desire for social progress.

2. All policies of more general application shall be formulated with due regard to their effect upon the well-being of the population.

Part II. Improvement of Standards of Living

Article 2

The improvement of standards of living shall be regarded as the principal objective in the planning of economic development.

Article 3

1. All practicable measures shall be taken in the planning of economic development to harmonize such development with the healthy evolution of the communities concerned.

2. In particular, efforts shall be made to avoid the disruption of family life and of traditional social units, especially by—

(*a*) close study of the causes of migratory movements and appropriate action where necessary;

(*b*) the promotion of town and village planning in areas where economic needs result in the concentration of population;

(*c*) the prevention and elimination of congestion in urban areas;

(*d*) the improvement of living conditions in rural areas and the establishment of suitable industries in rural areas where adequate manpower is available.

Article 4

The measures to be considered by the component authorities for the promotion of productive capacity and the improvement of standards of living of agricultural producers shall include—

(*a*) the elimination to the fullest practicable extent of the causes of chronic indebtedness;

(*b*) the control of the alienation of agricultural land to non-agriculturalists so as to ensure that such alienation takes place only when it is in the best interests of the country;

(*c*) the control, by the enforcement of adequate laws or regulations, of the ownership and use of land and resources to ensure that they are used, with due regard to customary rights, in the best interests of the inhabitants of the country;

(*d*) the supervision of tenancy arrangements and of working conditions with a view to securing for tenants and labourers the highest practicable standards of living and an equitable share in any advantages which may result from improvements in productivity or in price levels;

(*e*) the reduction of production and distribution costs by all practicable means and in particular by forming, encouraging and assisting producers' and consumers' co-operatives.

Article 5

1. Measures shall be taken to secure for independent producers and wage earners conditions which will give them scope to improve living standards by their own efforts and will ensure maintenance of minimum standards of living as ascertained by means of official inquiries into living conditions, conducted after consultation with the representative organizations of employers and workers.

2. In ascertaining the minimum standards of living, account shall be taken of such essential family needs of the workers as food and its nutritive value, housing, clothing, medical care and education.

PART III. PROVISIONS CONCERNING MIGRANT WORKERS

Article 6

Where the circumstances under which workers are employed involve their living away from their homes, the terms and conditions of their employment shall take account of their normal family needs.

Article 7

Where the labour resources of one area are used on a temporary basis for the benefit of another area, measures shall be taken to encourage the transfer of part of the workers' wages and savings from the area of labour utilisation to the area of labour supply.

Article 8

1. Where the labour resources of a country are used in an area under a different administration, the competent authorities of the countries concerned shall, whenever necessary or desirable, enter into agreements for the purpose of regulating matters of common concern arising in connection with the application of the provisions of this Convention.

2. Such agreements shall provide that the worker shall enjoy protection and advantages not less than those enjoyed by workers resident in the area of labour utilization.

3. Such agreements shall provide for facilities for enabling the worker to transfer part of his wages and savings to his home.

Article 9

Where workers and their families move from low-cost to higher-cost areas, account shall be taken of the increased cost of living resulting from the change.

PART IV. REMUNERATION OF WORKERS AND RELATED QUESTIONS

Article 10

1. The fixing of minimum wages by collective agreements freely negotiated between trade unions which are representative of the workers concerned and employers or employers' organisations shall be encouraged.

2. Where no adequate arrangements exist for the fixing of minimum wages by collective agreement, the necessary arrangements shall be made whereby minimum rates of wages can be fixed in consultation with representatives of the employers and workers, including representatives of their respective organizations, where such exist.

3. The necessary measures shall be taken to ensure that the employers and workers concerned are informed of the minimum wage rates in force and that wages are not paid at less than these rates in cases where they are applicable.

4. A worker to whom minimum rates are applicable and who, since they became applicable, has been paid wages at less than these rates shall be entitled to recover, by judicial or other means authorized by law, the amount by which he has been underpaid, subject to such limitation of time as may be determined by law or regulation.

Article 11

1. The necessary measures shall be taken to ensure the proper payment of all wages earned and employers shall be required to keep registers of wage payments, to issue to workers statements of wage payments and to take other appropriate steps to facilitate the necessary supervision.

2. Wages shall normally be paid in legal tender only.

3. Wages shall normally be paid direct to the individual worker.

4. The substitution of alcohol or other spirituous beverages for all or any part of wages for services performed by the worker shall be prohibited.

5. Payment of wages shall not be made in taverns or stores, except in the case of workers employed therein.

6. Unless there is an established local custom to the contrary, and the competent authority is satisfied that the continuance of this custom is desired by the workers, wages shall be paid regularly at such intervals as will lessen the likelihood of indebtedness among the wage earners.

7. Where food, housing, clothing and other essential supplies and services form part of remuneration, all practicable steps will be taken by the competent authority to ensure that they are adequate and their cash value properly assessed.

8. All practicable measures shall be taken—
(*a*) to inform the workers of their wage rights;
(*b*) to prevent any unauthorized deductions from wages; and
(*c*) to restrict the amounts deductible from wages in respect of supplies and services forming part of remuneration to the proper cash value thereof.

Article 12

1. The maximum amounts and manner of repayment of advances on wages shall be regulated by the competent authority.

2. The competent authority shall limit the amount of advances which may be made to a worker in consideration of his taking up employment; the amount of advances permitted shall be clearly explained to the worker.

3. Any advance in excess of the amount laid down by the competent authority shall be legally irrecoverable and may not be recovered by the withholding of amounts of pay due to the worker at a later date.

Article 13

1. Voluntary forms of thrift shall be encouraged among wage earners and independent producers.

2. All practicable measures shall be taken for the protection of wage earners and independent producers against usury, in particular by action aiming at the reduction of rates of interest on loans, by the control of the operations of money lenders, and by the encouragement of facilities for borrowing money for appropriate purposes through co-operative credit organizations or through institutions which are under the control of the competent authority.

Part V. Non-Discrimination on Grounds of Race, Colour, Sex, Belief, Tribal Association or Trade Union Affiliation

Article 14

1. It shall be an aim of policy to abolish all discrimination among workers on grounds of race, colour, sex, belief, tribal association or trade union affiliation in respect of—
(*a*) labour legislation and agreements which shall afford equitable economic treatment to all those lawfully resident or working in the country;
(*b*) admission to public or private employment;
(*c*) conditions of engagement and promotion;
(*d*) opportunities for vocational training;
(*e*) conditions of work;
(*f*) health, safety and welfare measures;
(*g*) discipline;
(*h*) participation in the negotiation of collective agreements;
(*i*) wage rates, which shall be fixed according to the principle of equal pay for work of equal value in the same operation and undertaking.

2. All practicable measures shall be taken to lessen, by raising the rates applicable to the lower-paid workers, any existing differences in wage rates due to discrimination by reason of race, colour, sex belief, tribal association or trade union affiliation.

3. Workers from one country engaged for employment in another country may be granted in addition to their wages benefits in cash or in kind to meet any reasonable personal or family expenses resulting from employment away from their homes.

4. The foregoing provisions of this Article shall be without prejudice to such measures as the competent authority may think it necessary or desirable to take for the safeguarding of motherhood and for ensuring the health, safety and welfare of women workers.

Part VI. Education and Training

Article 15

1. Adequate provision shall be made to the maximum extent possible under local conditions, for the progressive development of broad systems of education, vocational training and apprenticeship, with a view to the effective preparation of children and young persons of both sexes for a useful occupation.

2. National laws or regulations shall prescribe the school-leaving age and the minimum age for and conditions of employment.

3. In order that the child population may be able to profit by existing facilities for education and in order that the extension of such facilities may not be hindered by a demand for child labour, the employment of persons below the school-leaving age during the hours when the schools are in session shall be prohibited in areas where educational facilities are provided on a scale adequate for the majority of the children of school age.

Article 16

1. In order to secure high productivity through the development of skilled labour, training in new techniques of production shall be provided in suitable cases.

2. Such training shall be organized by or under the supervision of the competent authorities, in consultation with the employers' and workers' organizations of the country from which the trainees come and of the country of training.

Part VII. Final Provisions

Article 17

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 18

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 19

The coming into force of this Convention shall not involve the *ipso jure* denunciation of the Social Policy (Non-Metropolitan Territories) Convention, 1947, by any Member for which that Convention continues to remain in force, nor shall it close that Convention to further ratification.

Article 20

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Con-

vention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 21

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 22

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 23

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 24

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless, the new Convention otherwise provides—

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 20 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 25

The English and French versions of the text of this Convention are equally authoritative.

Text of Convention Concerning Equality of Treatment of Nationals and Non-Nationals in Social Security

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-sixth Session on 6 June 1962, and

Having decided upon the adoption of certain proposals with regard to equality of treatment of nationals and non-nationals in social security, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this 28th day of June of the year one thousand nine hundred and sixty-two the following Convention, which may be cited as the Equality of Treatment (Social Security) Convention, 1962:

Article 1

In this Convention—

(*a*) the term "legislation" includes any social security rules as well as laws and regulations;

(*b*) the term "benefits" refers to all benefits, grants and pensions, including any supplements or increments;

(*c*) the term "benefits granted under transitional schemes" means either benefits granted to persons who have exceeded a prescribed age at the date when the legislation applicable came into force, or benefits granted as a transitional measure in consideration of events occurring or periods completed outside the present boundaries of the territory of a Member;

(*d*) the term "death grant" means any lump sum payable in the event of death;

(e) the term "residence" means ordinary residence;

(*f*) the term "prescribed" means determined by or in virtue of national legislation as defined in subparagraph (*a*) above;

(*g*) the term "refugee" has the meaning assigned to it in Article 1 of the Convention relating to the status of Refugees of 28 July 1951;

(*h*) the term "stateless person" has the meaning assigned to it in Article 1 of the Convention relating to the Status of Stateless Persons of 28 September 1954.

Article 2

1. Each Member may accept the obligations of this Convention in respect of any one or more of the following branches of social security for which it has in effective operation legislation covering its own nationals within its own territory:

(*a*) medical care;

(*b*) sickness benefit;

(*c*) maternity benefit;

(*d*) invalidity benefit;
(*e*) old-age benefit;
(*f*) survivors' benefit;
(*g*) employment injury benefit;
(*h*) unemployment benefit; and
(*i*) family benefit.

2. Each Member for which this Convention is in force shall comply with its provisions in respect of the branch or branches of social security for which it has accepted the obligations of the Convention.

3. Each Member shall specify in its ratification in respect of which branch or branches of social security it accepts the obligations of this Convention.

4. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office that it accepts the obligations of the Convention in respect of one or more branches of social security not already specified in its ratification.

5. The undertakings referred to in paragraph 4 of this Article shall be deemed to be an integral part of the ratification and to have the force of ratification as from the date of notification.

6. For the purpose of the application of this Convention, each Member accepting the obligations thereof in respect of any branch of social security which has legislation providing for benefits of the type indicated in clause (*a*) or (*b*) below shall communicate to the Director-General of the International Labour Office a statement indicating the benefits provided for by its legislation which it considers to be—

(*a*) benefits other than those the grant of which depends either on direct financial participation by the persons protected or their employer, or on a qualifying period of occupational activity; or
(*b*) benefits granted under transitional schemes.

7. The communication referred to in paragraph 6 of this Article shall be made at the time of ratification or at the time of notification in accordance with paragraph 4 of this Article; as regards any legislation adopted subsequently, the communication shall be made within three months of the date of the adoption of such legislation.

Article 3

1. Each Member for which this Convention is in force shall grant within its territory to the nationals of any other Member for which the Convention is in force equality of treatment under its legislation with its own nationals, both as regards coverage and as regards the right to benefits, in respect of every branch of social security for which it has accepted the obligations of the Convention.

2. In the case of survivors' benefits, such equality of treatment shall also be granted to the survivors of the nationals of a Member for which the Convention is in force, irrespective of the nationality of such survivors.

3. Nothing in the preceding paragraphs of this Article shall require a Member to apply the provisions of these paragraphs, in respect of the benefits of a specified branch of social security, to the nationals of another Member which has legislation relating to that branch but does not grant equality of treatment in respect thereof to the nationals of the first Member.

Article 4

1. Equality of treatment as regards the grant of benefits shall be accorded without any condition of residence: Provided that equality of treatment in respect of the benefits of a specified branch of social security may be made conditional on residence in the case of nationals of any Member the legislation of which makes the grant of benefits under that branch conditional on residence on its territory.

2. Notwithstanding the provisions of paragraph 1 of this Article, the grant of the benefits referred to in paragraph 6 (*a*) of Article 2 —other than medical care, sickness benefit, employment injury benefit and family benefit —may be made subject to the condition that the beneficiary has resided on the territory of the Member in virtue of the legislation of which the benefit is due, or, in the case of a survivor, that the deceased had resided there, for a period which shall not exceed—

(a) six months immediately preceding the filing of claim, for grant of maternity benefit and unemployment benefit;
(*b*) five consecutive years immediately preceding the filing of claim, for grant of invalidity benefit, or immediately preceding death, for grant of survivors' benefit;
(*c*) ten years after the age of 18, which may include five consecutive years immediately preceding the filing of claim, for grant of old-age benefit.

3. Special provisions may be prescribed in respect of benefits granted under transitional schemes.

4. The measures necessary to prevent the cumulation of benefits shall be determined, as necessary, by special arrangements between the Members concerned.

Article 5

1. In addition to the provisions of Article 4, each Member which has accepted the obligations of this Convention in respect of the branch or branches of social security concerned shall guarantee both to its own nationals and to the nationals of any other Member which has accepted the obligations of the Convention in respect to the branch or branches in question, when they are resident abroad, provision of invalidity benefits, old-age benefits, survivors' benefits and death grants, and employment injury pensions, subject to measures for this purpose being taken, where necessary, in accordance with Article 8.

2. In case of residence abroad, the provision of invalidity, old-age and survivors' benefits of the type referred to in paragraph 6 (*a*) of Article 2 may be made subject to the participation of the Members concerned in schemes for the maintenance of rights as provided for in Article 7.

3. The provisions of this Article do not apply to benefits granted under transitional schemes.

Article 6

In addition to the provisions of Article 4, each Member which has accepted the obligations of this Convention in respect of family benefit shall guarantee the grant of family allowances both to its own nationals and to the nationals of any other Member which has accepted the obligations of this Convention for that branch, in respect of

children who reside on the territory of any such Member, under conditions and within limits to be agreed upon by the Members concerned.

Article 7

1. Members for which this Convention is in force shall, upon terms being agreed between the Members concerned in accordance with Article 8, endeavour to participate in schemes for the maintenance of the acquired rights and rights in course of acquisition under their legislation of the nationals of Members for which the Convention is in force, for all branches of social security in respect of which the Members concerned have accepted the obligations of the Convention.

2. Such schemes shall provide, in particular, for the totalization of periods of insurance, employment or residence and of assimilated periods for the purpose of the acquisition, maintenance or recovery of rights and for the calculation of benefits.

3. The cost of invalidity, old-age and survivors' benefits as so determined shall either be shared among the Members concerned, or be borne by the Member on whose territory the beneficiaries reside, as may be agreed upon by the Members concerned.

Article 8

The Members for which this Convention is in force may give effect to their obligations under the provisions of Articles 5 and 7 by ratification of the Maintenance of Migrants' Pension Rights Convention, 1935, by the application of the provisions of that Convention as between particular Members by mutual agreement, or by any multilateral or bilateral agreement giving effect to these obligations.

Article 9

The provisions of this Convention may be derogated from by agreements between Members which do not affect the rights and duties of other Members and which make provision for the maintenance of rights in course of acquisition and of acquired rights under conditions at least as favourable on the whole as those provided for in this Convention.

Article 10

1. The provisions of this Convention apply to refugees and stateless persons without any condition of reciprocity.

2. This Convention does not apply to special schemes for civil servants, special schemes for war victims, or public assistance.

3. This Convention does not require any Member to apply the provisions thereof to persons who, in accordance with the provisions of international instruments, are exempted from its national social security legislation.

Article 11

The Members for which this Convention is in force shall afford each other administrative assistance free of charge with a view to facilitating the application of the Convention and the execution of their respective social security legislation.

Article 12

1. This Convention does not apply to benefits payable prior to the coming into force of the Convention for the Member concerned in respect of the branch of social security under which the benefit is payable.

2. The extent to which the Convention applies to benefits attributable to contingencies occurring before its coming into force for the Member concerned in respect of the branch of social security under which the benefit is payable thereafter shall be determined by multilateral or bilateral agreement or in default thereof by the legislation of the Member concerned.

Article 13

This Convention shall not be regarded as revising any existing Convention.

Article 14

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 15

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 16

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 17

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 18

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 19

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 20

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 16 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 21

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Reduction of Hours of Work

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-sixth Session on 6 June 1962, and

Having decided upon the adoption of certain proposals with regard to hours of work, which is the ninth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation designed to supplement and facilitate the implementation of the existing international instruments concerning hours of work—

by indicating practical measures for the progressive reduction of hours of work, taking into account the different economic and social conditions in the different countries as well as the variety of national practices for the regulation of hours and other conditions of work;

by outlining in broad terms methods whereby such practical measures might be applied; and

by indicating the standard of the forty-hour week, which principle is set out in the Forty-Hour Week Convention, 1935, as a social standard to be reached by stages if necessary, and setting a maximum limit to normal hours of work, pursuant to the Hours of Work (Industry) Convention, 1919,

adopts this 26th day of June of the year one thousand nine hundred and sixty-two the following Recommendation, which may be cited as the Reduction of Hours of Work Recommendation, 1962:

I. General Principles

1. Each Member should formulate and pursue a national policy designed to promote by methods appropriate to national conditions and practice and to conditions in each industry the adoption of the principle of the progressive reduction of normal hours of work in conformity with Paragraph 4.

2. Each Member should, by means appropriate to the methods which are in operation or which may be introduced for the regulation of hours of work, promote and, in so far as is consistent with national conditions and practice, ensure the application of the principle of the progressive reduction of normal hours of work in conformity with Paragraph 4.

3. The principle of the progressive reduction of normal hours of work may be given effect through laws or regulations, collective agreements, or arbitration awards, by a combination of these various means, or in any other manner consistent with national practice, as may be most appropriate to national conditions and to the needs of each branch of activity.

4. Normal hours of work should be progressively reduced, when appropriate, with a view to attaining the social standard indicated in the Preamble of this Recommendation without any reduction in the wages of the workers as at the time hours of work are reduced.

5. Where the duration of the normal working week exceeds forty-eight hours, immediate steps should be taken to bring it down to this level without any reduction in the wages of the workers as at the time hours of work are reduced.

6. Where normal weekly hours of work are either forty-eight or less, measures for the progressive reduction of hours of work in accordance with Paragraph 4 should be worked out and implemented in a manner suited to the particular national circumstances and the conditions in each sector of economic activity.

7. Such measures should take into account—

(*a*) the level of economic development attained and the extent to which the country is in a position to bring about a reduction in hours of work without reducing total production or productivity, endangering its economic growth, the development of new industries or its competitive position in international trade, and without creating inflationary pressures which would ultimately reduce the real income of the workers;

(*b*) the progress achieved and which it is possible to achieve in raising productivity by the application of modern technology, automation and management techniques;

(*c*) the need in the case of countries still in the process of development for improving the standards of living of their peoples; and

(*d*) the preferences of employers' and workers' organizations in the different branches of activity concerned as to the manner in which the reduction in working hours might be brought about.

8. (1) The principle of the progressive reduction of normal hours of work, as expressed in Paragraph 4, may be applied by stages which need not be determined at the international level.

(2) Such stages may include—

(*a*) stages spaced over time;

(*b*) stages progressively encompassing branches or sectors of the national economy;

(*c*) a combination of the two preceding arrangements; or

(*d*) such other arrangements as may be most appropriate to national circumstances and to conditions in each sector of economic activity.

9. In carrying out measures for progressively reducing hours of work, priority should be given to industries and occupations which involve a particularly heavy physical or mental strain or health risks for the workers concerned, particularly where these consist mainly of women and young persons.

10. Each Member should communicate to the Director-General of the International Labour Office, at appropriate intervals, information on the results obtained in the application of the provisions of this Recommendation with all such details as may be asked for by the Governing Body of the International Labour Office.

II. Methods of Application

A. *Definition*

11. Normal hours of work shall mean, for the purpose of this Recommendation, the number of hours fixed in each country by or in pursuance of laws or regulations, collective agreements or arbitration awards, or, where not so fixed, the number of hours in excess of which any time worked is remunerated at overtime rates or forms an exception to the recognized rules or custom of the establishment or of the process concerned.

B. *Determination of Hours of Work*

12. (1) The calculation of normal hours of work as an average over a period longer than one week should be permitted when special conditions in certain branches of activity or technical needs justify it.

(2) The competent authority or body in each country should fix the maximum length of the period over which the hours of work may be averaged.

13. (1) Special provisions may be formulated with regard to processes which, by reason of their nature, have to be carried on continuously by a succession of shifts.

(2) Such special provisions should be so formulated that normal hours of work as an average in continuous processes do not exceed in any case the normal hours of work fixed for the economic activity concerned.

C. *Exceptions*

14. The competent authority or body in each country should determine the circumstances and limits in which exceptions to the normal hours of work may be permitted—

(*a*) permanently—

(i) in work which is essentially intermittent;

(ii) in certain exceptional cases required in the public interest;

(iii) in operations which for technical reasons must necessarily be carried on outside the limits laid down for the general working of the undertaking, part of the undertaking, or shift;

(*b*) temporarily—

(i) in case of accident, actual or threatened;

(ii) in case of urgent work to be done to machinery or plant;

(iii) in case of force majeure;

(iv) in case of abnormal pressure of work;

(v) to make up time lost through collective stoppages of work due to accidents to materials, interruptions to the power supply, inclement weather, shortages of materials or transport facilities, and calamities;

(vi) in case of national emergency;

(*c*) periodically—

(i) for annual stocktaking and the preparation of annual balance sheets;

(ii) for specified seasonal activities.

15. In cases where normal hours of work exceed forty-eight a week, the competent authority or body should, before authorizing exceptions in the cases mentioned in subparagraphs (*a*) (i) and (iii), (*b*) (iv) and (v) and (*c*) (i) and (ii) of Paragraph 14, most carefully consider whether there is a real need for such exceptions.

D. *Overtime*

16. All hours worked in excess of the normal hours should be deemed to be overtime, unless they are taken into account in fixing remuneration in accordance with custom.

17. Except for cases of force majeure, limits to the total number of hours of overtime which can be worked during a specified period should be determined by the competent authority or body in each country.

18. In arranging overtime, due consideration should be given to the special circumstances of young persons under 18 years of age, of pregnant women and nursing mothers and of handicapped persons.

19. (1) Overtime work should be remunerated at a higher rate or rates than normal hours of work.

(2) The rate or rates of remuneration for overtime should be determined by the competent authority or body in each country: Provided that in no case should the rate be less than that specified in Article 6, paragraph 2, of the Hours of Work (Industry) Convention, 1919.

E. *Consultation of Employers and Workers*

20. (1) The competent authority should make a practice of consulting the most representative employers' and workers' organizations on questions relating to the application of this Recommendation.

(2) In particular, there should be such consultation on the following matters in so far as they are left to the determination of the competent authority in each country:

(*a*) the arrangements provided for in Paragraph 8;

(*b*) the maximum length of the period over which hours of work may be averaged as provided for in Paragraph 12;

(*c*) the provisions which may be made in pursuance of Paragraph 13 concerning processes which have to be carried on continuously by a succession of shifts;

(*d*) the exceptions provided for in Paragraph 14;

(*e*) the limitation and remuneration of overtime provided for in Paragraphs 17 and 19.

F. *Supervision*

21. For the effective enforcement of the measures taken to reduce hours of work progressively in pursuance of Paragraphs 4 and 5—

(*a*) appropriate measures should be taken to ensure the proper administration of the provisions concerning hours of work by means of adequate inspection or otherwise;

(b) the employer should be required to notify the workers concerned, by the posting of notices in the establishment or by such other methods as may be approved by the competent authority, of—

(i) the times at which work begins and ends;

(ii) where work is carried on by shifts, the time at which each shift begins and ends;

(iii) rest periods which are not included in the normal hours of work;

(iv) the days worked during the week;

(*c*) the employer should be required to keep, and on request to produce for inspection, a record in a form acceptable to the competent authority of the hours of work, wages and overtime for each worker;

(*d*) provision should be made for such sanctions as may be appropriate to the method by which effect is given to the provisions of this Recommendation.

G. *General Provisions*

22. This Recommendation does not affect any law, regulation, award, custom, agreement, or negotiation between employers and workers which ensures, or aims at ensuring, more favourable conditions for the workers.

23. This Recommendation does not apply to agriculture, to maritime transport and to maritime fishing. Special provisions should be formulated for these branches of economic activity.

Text of Recommendation Concerning Vocational Training

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-sixth Session on 6 June 1962, and

Having decided upon the adoption of certain proposals with regard to vocational training, which is the fourth item on the agenda of the session, with a view to superseding the Vocational Training Recommendation, 1939, the Apprenticeship Recommendation, 1939, and the Vocational Training (Adults) Recommendation, 1950, and

Having determined that these proposals shall take form of a Recommendation, and

Noting that the United Nations Educational, Scientific and Cultural Organization has in preparation a recommendation on technical education,

adopts this 27th day of June of the year one thousand nine hundred and sixty-two the following Recommendation, which may be cited as the Vocational Training Recommendation, 1962:

I. General Principles

1. This Recommendation applies to all training designed to prepare or retain any person for initial or later employment or promotion in any branch or economic activity, including such general, vocational and technical education as may be necessary to that end, except—

(*a*) training for management or for supervisory posts above the level of foreman in industry or the equivalent in other branches of economic activity;

(*b*) training for seafarers, which continues to be governed by the Vocational Training (Seafarers) Recommendation, 1946;

(*c*) training in agriculture, which continues to be governed by the Vocational Training (Agriculture) Recommendation, 1956.

2. (1) Training is not an end in itself, but a means of developing a person's occupational capacities, due account being taken of the employment opportunities, and of enabling him to use his abilities to the greatest advantage of himself and the community; it should be designed to develop personality, particularly where young persons are concerned.

(2) Training is a single whole characterized by the interdependence of its various parts.

(3) Training is a process continuing throughout the working life of the individual according to his needs as an individual and as a member of the community.

(4) Training should be free from any form of discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin.

(5) Training requires the continuous cooperation of all the bodies and persons concerned with any aspect of it, as set forth in Paragraph 11.

II. National Planning and Administration

3. (1) Each country should have a network of training facilities, adjusted as regards number, location and curricula to the economic requirements and employment possibilities of the country as a whole or, where more appropriate, of each region or locality, to meet the training needs of the residents of the country.

(2) The network should be so designed as to facilitate transfer from one type of training to another and access to successive stages and different levels of training, so that an individual may be able to reach the highest level of training within his capacity and in accordance with his inclination.

(3) The avenues of entry to occupations, particularly the trades, should be sufficient to meet the requirements of all branches of economic activity and the varied abilities, interests and circumstances of individual trainees.

(4) Where national circumstances do not permit the development of a full national network, the country concerned should consider collaborating with neighbouring countries in developing a common network or in establishing one or more common training institution.

4. (1) The respective responsibilities of public authorities concerned with training matters should be clearly defined.

(2) The public authorities and the various public and private bodies in each country which deal with training should, while allowing free play to initiate and ensuring adaptability to the requirements of the different branches of economic activity, regions and localities, co-operate in developing fully co-ordinated facilities—

(*a*) on the basis of a general programme centrally planned;

(*b*) on a voluntary basis with the assistance of appropriate machinery; or

(*c*) by a combination of these methods.

(3) Whichever method is adopted, the measures to be taken to develop the facilities referred to in subparagraph (2) should, while respecting the freedom of occupational choice of the candidates, include measures for—

(*a*) the determination of the scope and character of training requirements and of the facilities available;

(*b*) the determination of the occupations for which training should be given priority without neglecting other occupations and the training of the persons required for them;

(*c*) the determination of the occupations for which standards of qualification are considered necessary or desirable, the setting and application of such standards, the establishment of appropriate training curricula, and the setting and application of standards for the examinations on completion of training in these occupations;

(*d*) the setting and application of standards relating to the conditions and methods of training;

(*e*) the setting and application of standards for training institutions, particularly those offering training for occupations in respect of which standards of qualification have been set;

(*f*) the setting and application of standards of qualification for teaching staff in training institutions;

(*g*) the provision, according to circumstances, of technical help and financial assistance to the institutions and undertakings providing training.

(4) Where a general programme has been adopted, the competent authorities should ensure that the measures taken to give effect to it include the measures set out in subparagraph (3).

(5) Where co-ordination is developed voluntarily, the measures set out in subparagraph (3) should be the responsibility of the authorities and bodies referred to in subparagraph (2) in their fields of competence.

(6) The standards referred to in subparagraph (3) should, whenever possible, be applicable throughout the territory of the Member.

(7) When this is not possible, recommended standards should be drawn up to serve as a guide to the setting of standards which are as uniform as possible throughout the country.

(8) In developing the fully co-ordinated training facilities referred to in subparagraph (2), due account should be taken of the following:

(*a*) the occupational interests and the cultural requirements of the individual, the labour requirements, and the economic and social interests of the community;

(*b*) national education and training policies;

(*c*) existing and projected facilities for general education, vocational guidance, and selection;

(*d*) existing and projected training facilities including facilities for vocational and technical education;

(*e*) the structure of and trend of development in the employment market;

(*f*) national economic policy and development;

(*g*) the demographic situation and anticipated changes;

(*h*) anticipated changes in techniques and methods of organization of work;

(*i*) the existence of any population groups which, because of geographic isolation, ethnic differences or for any other reason, call for special consideration.

(9) The fully co-ordinated training facilities should be kept under review and steps should be taken as necessary to keep them abreast of changing requirements.

(10) The development of the fully co-ordinated training facilities should be undertaken on a national scale with the collaboration of the authorities concerned with the different aspects of the problem which are mentioned in subparagraph (8) and of other interested parties.

5. (1) Co-operation at the national level should be achieved by means of some appropriate body or bodies fully representative of the interests concerned.

(2) The body or bodies should be assisted by similarly representative bodies set up as necessary at the regional and local level.

6. Advisory committees representative of branches of economic activity or of occupations should be established to collaborate with the bodies referred to in Paragraph 5 in assessing training requirements for the occupations with which they are concerned and developing training programmes for these occupations.

7. (1) Training in publicly operated training institutions should be given without charge to the trainee.

(2) This should not however preclude institutions from making a charge where the trainee is not under an obligation to attend the course or does not require training in order to obtain or retain employment.

(3) During training in training institutions which is provided or approved by the competent authority, adults not in receipt of remuneration and young persons in need should, in so far as economic and financial resources permit, receive adequate allowances from the competent authorities fixed with due regard to—

(*a*) any unemployment benefit or any other allowance which they may receive;

(*b*) other factors, such as family responsibilities, cost of living in the district concerned, special personal expenses connected with the training such as expenses for transport or housing, and, in special cases, age;

(*c*) the need to encourage adults to undertake and complete training in accordance with the requirements of the employment market and the requirements of the community for trained persons.

(4) Persons training in undertakings should be adequately remunerated, in accordance with criteria established by law or regulation, by collective agreement or by the rules of the undertaking concerned.

(5) Attendance at publicly operated training institutions and at approved private institutions of a similar nature and participation in other approved forms of training should be facilitated as circumstances require by the grant of economic assistance in such forms as free meals, provision of working clothes, tools, equipment

and textbooks, free transport or reduction in the cost of transport, maintenance or family allowances, scholarships, loans or bursaries or provision of lodging.

8. (1) Measures should be taken to ensure that the conditions of work of persons, particularly young persons, who are receiving training, whether in an undertaking or a training institution, are satisfactory, and in particular that the work done by them is suitably restricted so that it is essentially of an educative character.

(2) The work of trainees in training institutions should not be primarily intended for commercial profit.

(3) Training institutions and undertakings in which training is given should be responsible for ensuring that rules and standards governing safety and the protection of the trainees while at work exist and are observed.

9. (1) Training for occupations for which national standards of qualification have been set should include examinations for which the standards have been uniformly fixed at a high level of reliability and validity, and the necessary measures should be taken to ensure the observance of these examination standards.

(2) The certificates issued as a result of such examinations should be recognized throughout the country.

(3) Even when no national standards of qualification exist, it is desirable that persons who have completed any systematic course of training should receive a certificate to that effect from the training institution or undertaking; such a certificate should state the essential and main elements of the training given.

10. Persons completing a training course should be assisted by the placement authorities of the country concerned in obtaining work corresponding to the skill and knowledge they have acquired, the free choice of the place of work being guaranteed.

III. Arrangements for Co-operation

11. (1) All those concerned with training and particularly public authorities, educational bodies and employers' and workers' organizations should take every opportunity of mutual assistance and consultation in planning, developing and operating training schemes, and in dealing with training questions generally.

(2) Provision should be made for all those responsible for training to visit the training site regularly in order to keep abreast with the conditions in which the training is being given.

(3) Representatives of employers' and workers' organizations should be included in the bodies responsible for governing publicly operated training institutions and for supervising their technical operation; where such bodies do not exist, representatives of employers' and workers' organizations should be brought in other ways into close association with the running of such institutions.

(4) Co-operation should be maintained and promoted between training institutions, or the competent authority providing the instruction, and undertakings, especially in cases where training is given partly within an undertaking and partly in training institutions outside the undertaking.

(5) Without prejudice to the generality of subparagraph (1) and to the extent possible in the national circumstances—

(*a*) educational and training bodies, employers' and workers' organizations and others directly concerned should collaborate in—
  (i) defining the occupations for which standards of qualification are considered necessary or desirable;
  (ii) establishing such standards and the appropriate training curricula;
  (iii) conducting the appropriate examinations and determining the nature and status of the qualifications obtainable;

(*b*) there should be the fullest co-operation in the collection and dissemination of information about training opportunities referred to in Paragraph 12, in which the primary and secondary schools, technical and vocational education institutions, educational authorities, vocational guidance services, employment counselling services, public employment services, employers' and workers' organizations, professional institutions and undertakings should participate;

(*c*) the assistance provided by the public employment services should also include—
  (i) the study of employment market trends;
  (ii) the assessment of current and future manpower needs;
  (iii) the placement of the trained personnel.

IV. Information about Training Opportunities

12. (1) Information about training opportunities for every occupation should be continuously collected and be available to all interested persons and agencies.

(2) This information should deal with such matters as—

(*a*) the types of training available;

(*b*) the duration of the various types of training;

(*c*) the conditions for access to the various types of training;

(*d*) the characteristics of each type of training in relation to the prospects of employment or promotion;

(*e*) the nature and conditions of any financial or other assistance obtainable by persons while undergoing training;

(*f*) the examinations following such training and the qualifications obtainable.

(3) The methods by which such information may be disseminated should include as appropriate all or any of the following: interviews, lectures, brochures, articles, posters, films, film strips, radio and television talks, visits to undertakings, and occupational exhibitions.

V. Arrangements for Vocational Guidance and Selection

13. (1) Candidates for training, and in particular those who have not yet received any training, should be able to have the benefit of individual guidance from the competent vocational guidance or employment counselling bodies before they enter a line of training or choose an occupation.

(2) Workers should have the possibility of benefiting, within the framework of the employment services, from an employment counselling system with a view to their guidance, their retraining or their further training.

14. (1) The selection of trainees should be conducted in conformity with the requirements and specific nature of individual occupations, without prejudice to the freedom of occupational choice.

(2) The selection procedure should be so designed as to reduce to a minimum the risk of accepting persons for training in occupations for which they are not suited and the consequent risk of wastage of training and human effort.

(3) The selection procedure should include provision for ascertaining that trainees have the physical and mental capacity required for the training and occupation in view.

(4) When medical examinations form part of the selection procedure, they should be based on the specific requirements of the training and occupation in view.

(5) When psychological tests form part of the selection procedure, they should be suited to the conditions of the country concerned, be sufficiently reliable, and be valid in terms of criteria directly related to the requirements of the occupation in view.

VI. Prevocational Preparation

15. (1) Prevocational preparation should provide young persons who have not yet entered employment with an introduction to a variety of forms of work; it should not be pursued to the detriment of general education, nor should it replace the first phase of actual training.

(2) The prevocational preparation should include such general and practical instruction appropriate to the ages of the young persons as are calculated to —

(*a*) continue and supplement the education already received;

(*b*) give an idea of and develop a taste and esteem for practical work and develop an interest in training;

(*c*) disclose vocational interests and aptitudes, and thus assist in vocational guidance;

(*d*) facilitate future vocational adjustment.

(3) The prevocational preparation should include, wherever possible, familiarization with the equipment and materials common to a number of occupations.

VII. Organization of Training

16. (1) The training curriculum for each occupation should be worked out on the basis of a systematic analysis of the work, skills, knowledge, and health and safety factors involved in that occupation, due account being taken of developments and foreseeable changes therein.

(2) The training curriculum should be periodically reviewed to keep it up to date.

17. (1) The training curriculum should provide for all trainees a sound basis of theoretical and practical knowledge.

(2) In addition to instruction in the work, skills, knowledge, and health and safety factors involved in the occupations concerned, and in the elements of social legislation, trainees should as far as possible be provided with background knowledge related to the occupations and to the branches of economic activity in which they wish to engage, with a view, in particular, to facilitating promotion.

(3) Subjects of general educational value should be included in the curriculum for long-term training and, so far as the time available permits, for short-term training.

18. (1) Curricula and training plans should be so drawn up as to facilitate the future adaptability of the trainee within the general framework of the occupation concerned.

(2) For this purpose care should be taken in long-term training—

(*a*) to enable the trainee to acquire a wide grasp of the theoretical principles underlying the practice of his occupation;

(*b*) to avoid specialization in the early period of training so as to provide the trainee with a broad basis of skill and knowledge on which subsequent specialization can be built with a minimum of additional training or retraining.

19. (1) Undertakings not in a position to furnish their trainees with all the theoretical and practical knowledge required for a particular occupation should as necessary—

(*a*) arrange for the deficiency to be made up in training institutions on the basis of one or more of the following:
  (i) day release;
  (ii) release for periods of several weeks at a time every year;
  (iii) alternating substantial periods of training within the undertaking with substantial periods of study in the training institution;
  (iv) other suitable training arrangements in accordance with national regulations;

(*b*) establish and operate joint training schemes involving the use of their several facilities or the establishment of a common training centre.

(2) Trainees from undertakings attending training institutions under the arrangements referred to in subparagraph (1) should be released for this purpose during working hours without loss of pay.

20. Undertakings should co-operate in the implementation of training schemes established by training institutions by providing substantial periods of practical on-the-job training for institution students.

21. (1) Supplementary courses in further general education and technical knowledge relating to the occupations in which they are engaged should be available up to the age of 18 years for all young workers who are not receiving other training.

(2) The young workers should be enabled to attend these courses on the conditions provided for in Paragraph 19 (2).

22. Supplementary courses should be available to all workers who wish to improve their general, technical or commercial knowledge in order to facilitate their promotion and thus to improve their social and economic standing.

23. The duration of training should be determined having regard to—

(*a*) the level and type of skill and knowledge to be attained;

(*b*) the methods and means of training to be employed;

(*c*) the minimum entrance qualifications required and the qualifications actually possessed by the trainees on entrance;

(*d*) in the case of adults, their past work experience and the need to qualify them as rapidly as possible for employment.

24. Special attention should be given to the training of young persons and adults with physical or mental disabilities as well as to the training of young persons with little ability.

VIII. Methods and Means of Training

25. Training methods should be adapted to the nature of the course, the educational level, age and status of the trainees and their previous experience.

26. As a general rule, active and participatory methods should be preferred to the one-way communication of knowledge.

27. (1) Training should be as realistic as possible.

(2) Practical training in training institutions should—

(*a*) be given in conditions and surroundings as similar as possible to those of an undertaking;

(*b*) if possible and necessary, include or be completed by periods of practical experience in an undertaking so that trainees may not only become familiar with a working atmosphere but are also enabled to acquire normal work speed and skill on the job.

28. (1) Practical training not given on the job should include the performance of the operations involved in the occupation and, in suitable cases, real work experience.

(2) Such work experience should be appropriate to the needs of the training, and there should be proper safeguards against the employment of trainees in competition with the ordinary workers.

(3) In training on the job, work assigned to trainees should have real training value.

29. Training exercises should be so designed that trainees can see the practical application of what they are doing and the usefulness of any article produced.

30. (1) Complex operations should be broken down into their simple elements.

(2) Trainees should be enabled to acquire facility in performing one operation before proceeding to the next and should move from the simple to the complex.

31. Theory, including general education given as part of a training course, should be taught as far as possible in relation to the occupation in view.

32. Technical and related instruction should be linked with the practical training and, when possible, be integrated with it.

33. The pace of instruction should be adjusted to the trainees' capacity to learn, and should allow for revision from time to time.

34. Steps should be taken to provide systematic technical supervision of trainees, particularly in the case of training on the job.

35. A careful record should be kept of the training and progress made and, in addition, the trainees should be encouraged to keep their own detailed record of the training received and to develop the habit of checking their own performances.

36. (1) Instructional aids should be used whenever appropriate to facilitate the learning process.

(2) The responsible training authorities should keep abreast of newly developed training techniques; and instructional materials and aids, and should ensure their use.

37. When training facilities, particularly in isolated areas, do not meet the training needs of the local population they should be supplemented as appropriate by one or more of the following:

(*a*) correspondence courses adapted to local circumstances;

(*b*) itinerant teachers and mobile demonstration units;

(*c*) instruction by radio, television or other means of mass communication;

(*d*) release of trainees from undertakings for several weeks at a time every year to attend courses at a training institution in another locality;

(*e*) other measures enabling training to be obtained in some other locality, such as grants, scholarships and assistance with travel or accommodation.

IX. Training by Undertakings

38. (1) Employers should establish policies in regard to the action required to meet their need for trained personnel.

(2) Individual employers or groups of employers should be encouraged to develop systematic training schemes in accordance with their employment requirements, to such an extent as the technical operating conditions of their undertakings permit.

39. Employers should consult and co-operate with representatives of workers employed in their undertakings in the preparation and carrying out of training schemes therein.

40. The responsibility within an undertaking for training matters should be clearly allocated either to a special training department or to one or more persons on a full-time or part-time basis depending on the nature and extent of the training requirements of the undertaking.

41. The functions of departments or persons responsible for training should include—

(*a*) suggesting training policies;

(*b*) ensuring in consultation with the departments concerned that training schemes are prepared;

(*c*) participating in the selection of trainees;

(*d*) ensuring the training of instructional staff;

(*e*) supervising training within the undertaking ;

(*f*) making arrangements on behalf of the undertaking concerning any instruction that has to be given outside the undertaking and for the co-ordination of such instruction with that given within the undertaking;

(*g*) establishing and maintaining progress records of trainees;

(*h*) ensuring that the training takes proven methods into account;

(*i*) undertaking, encouraging or sponsoring research and follow-up studies to ensure that training is efficient and up to date.

42. Where appropriate, undertakings should arrange for their trainees to be given a substantial initial period of broad basic training wholly in a training institution, with a view to reducing the over-all duration of the training period and increasing training efficiency.

43. At all stages of their training, whether within or outside the undertaking, trainees should remain, with respect to their training, under the general supervision and control of the training department or person responsible for training.

44. (1) In deciding where training should be given within an undertaking, the following factors should be taken into consideration:

(*a*) the nature and duration of training;

(b) the number, age, knowledge and experience of the trainees;

(*c*) the adequacy of training on the job for the occupation;

(*d*) the congestion, noise or other distractions, safety factors and risks of damage to equipment in the normal workplace;

(*e*) any saving in time, teaching staff and equipment;

(*f*) the cost of separate accommodation;
(*g*) the need to facilitate the transition from training to work to the greatest extent possible;
(*h*) the technical possibilities of the undertaking.

(2) Separate instructional accommodation or at least an instructional area set apart in the normal workplace and having the equipment necessary for training should be provided, whenever practicable, in the early stages of training.

45. (1) Undertakings should provide for the reception of all new entrants on arrival and organize a period of induction for them.

(2) Special care should be taken with the initiation of young workers in the light of their need for training.

X. Apprenticeship

46. Systematic long-term training for a recognized occupation taking place substantially within an undertaking or under an independent craftsman should be governed by a written contract of apprenticeship and be subject to established standards.

47. In deciding whether a particular occupation should be recognized as apprenticeship, account should be taken of such matters as—
(*a*) the degree of skill and theoretical technical knowledge required for the occupation in question;
(*b*) the period of training necessary for the acquisition of the required skill and knowledge;
(*c*) the suitability of apprenticeship training for imparting the required skill and knowledge;
(*d*) the current and anticipated employment situation within the occupation in question.

48. (1) The contract of apprenticeship should be entered into either with an individual employer, a group of employers, or a body such as an apprenticeship committee or service specially entrusted with the control of apprenticeship, as may be most appropriate to the national circumstances.

(2) Where the apprentice is a minor, a parent, guardian or legal representative should be included in the contract as a party.

(3) The parties responsible for providing the apprenticeship should either themselves be properly qualified to give the training or be in a position to arrange for the training to be given by a person or persons so qualified, and the facilities available for training the apprentice should be such as will enable him to secure complete training for the occupation being taught.

(4) The competent authority should remain in regular contact with the undertaking or person providing the training, and should ensure, by means of regular inspection or supervision, that the objectives of the apprenticeship are being achieved.

49. The contract should—
(*a*) contain an express or implied obligation to train in a particular occupation in return for an obligation of the same nature to serve as an apprentice during the period of apprenticeship;
(*b*) incorporate such of the standards and regulations established for the occupation in question as may be necessary or desirable in the interests of the parties;
(*c*) provide for such other mutual rights and obligations as may be relevant and not otherwise covered, including especially the observance of all safety regulations;
(*d*) provide for the settlement of disputes between the parties.

50. According to the circumstances in the country concerned, an occupation may be recognized as apprenticeable, and the standards referred to in Paragraph 46 and any regulations concerning apprenticeship may be established by—
(*a*) statutory enactments;
(*b*) decisions of bodies specially entrusted with the control of apprenticeship;
(*c*) collective agreements; or
(*d*) a combination of these various methods.

51. Particular account should be taken of the following matters in the standards and regulations governing apprenticeship in respect of each recognized apprenticeable occupation;
(*a*) the educational qualifications and minimum age governing entry into apprenticeship;
(*b*) provision for special cases of workers whose age exceeds the specified maximum age;
(*c*) the duration of apprenticeship including the period of probation, having regard to the degree of skill and theoretical technical knowledge required;
(*d*) measures for determining the extent to which the normal duration of the apprenticeship might be reduced in the light of any prior training or experience the apprentice may have had or of his progress during the apprenticeship;
(*e*) the schedule of work processes, the theory and related instruction to be given, and the time to be spent on each unit;
(*f*) the provision of day release, or such other forms of release as may be appropriate for attendance at a training institution;
(*g*) the examinations to be held during or on the expiry of the apprenticeship;
(*h*) the qualifications or certificates obtainable on completion of apprenticeship;
(*i*) any control of the number of apprentices necessary to ensure adequate training avoid overcrowding in the occupation, and meet the manpower needs of the particular branch of economic activity concerned;
(*j*) the rate of remuneration payable to the apprentice and the scale of increases during the apprenticeship;
(*k*) the conditions of remuneration in case of absence through sickness;
(*l*) accident insurance;
(*m*) holidays with pay;
(*n*) the nature and extent of the supervision to be exercised over the apprenticeship, particularly with a view to ensuring that the rules governing the apprenticeship are observed, that the training is in keeping with established standards and that there is reasonable uniformity in the conditions of apprenticeship;
(*o*) the registration of apprentices and apprenticeship contracts with appropriate bodies;
(*p*) the form and content of the apprenticeship contract.

52. Apprentices should receive comprehensive safety instruction so as to develop safe working habits in the use of tools and machinery and learn to observe general safety measures, taking into account new hazards as they arise.

53. (1) Entry into apprenticeship should in every case be preceded by comprehensive vocational guidance and by a medical examination related to the requirements of the occupation for which training is to be given.

(2) Where the occupation in view calls for special physical qualities or mental aptitudes, these should be specified and verified by special tests.

54. (1) It should be possible by agreement among all parties concerned to transfer an apprentice from one undertaking to another when this is considered necessary or desirable for the completion of his training

(2) Where several types of apprenticeship exist, it should be possible by agreement among all parties concerned for an apprentice to transfer from one type to another when his aptitudes show that this would be to his advantage.

XI. Accelerated Training

55. (1) Permanent arrangements for accelerated training should be organized—

(*a*) to assist in meeting urgent needs for trained manpower and in quickening the rate of industrialization;

(*b*) as a permanent means of adapting manpower to technical progress;

(*c*) for those categories of the population who need to achieve occupational competence quickly in order to obtain employment suitable to their age and capacity;

(*d*) to further the development of occupational and social upgrading.

(2) These permanent arrangements for accelerated training should be planned in accordance with appropriate pedagogical methods, be implemented by instructors specially trained for the purpose and be based on concrete techniques directly related to industrial work.

56. The acceleration of training should be achieved by—

(*a*) applying strict selection procedures in order to ensure as far as possible that all trainees admitted have the ability to acquire the necessary knowledge and proficiency in the limited time set for the course, preference being given to candidates who also possess occupational experience of value to the new occupations;

(*b*) using a detailed syllabus setting out the graduated exercises and related theory which will provide trainees with the skills and knowledge immediately essential for obtaining employment and based on exhaustive analyses of the occupation and of the work involved in it;

(*c*) concentrating on practical training and teaching the indispensable theoretical technical knowledge in the course of practical training;

(*d*) limiting the number of trainees in each class to such an extent that, having regard to the time available, each one may receive constant and close supervision throughout all stages of his instruction;

(*e*) applying such of the other methods and means of training referred to in Paragraphs 25 to 37 as may be found particularly appropriate.

57. (1) After finishing an accelerated training course the trainee should as soon as possible be placed in employment where, after induction, his training should be completed if necessary by on-the-job training.

(2) Persons who have completed accelerated training and who are thereafter taking part in the production process should have the opportunity to participate in courses which should be organized for the purpose of increasing their versatility and skills.

XII. Training of Supervisors up to the Level of Foremen

58. (1) Supervisors should receive special training to ensure that they are fully equipped for their duties.

(2) Such training should include as necessary—

(*a*) further general education;

(*b*) further technical training and experience;

(*c*) instruction in—

- (i) leadership and human relations, including industrial relation and procedures for the avoidance and settlement of disputes;
- (ii) administrative procedures;
- (iii) teaching method;
- (iv) occupational safety and hygiene;
- (v) co-ordination at the different levels of undertaking;
- (vi) adaptation to duties of responsibility;
- (vii) methods of work;
- (viii) labour legislation;
- (ix) specialized spheres of activity such as planning, work study and costing.

(3) Supervisors should be sufficiently informed about vocational counselling to recognize its role and importance and the necessity for it to be given by specialists in this field.

59. (1) In principle initial supervisor training should be given before the assumption of supervisory duties; if this is not practicable, it should be given immediately after the assumption of such duties.

(2) Further training should be given to supervisors on a continuing basis; it should include the provision of information about developments generally within the undertaking and in the supervisor's own technical field and should provide the basis for promotion in appropriate cases.

XIII. Teaching Staff in Training Institutions and Undertakings

60. The selection of teaching staff should be carried out with due regard to—

(*a*) general education, technical qualifications and experience, character and personality, and aptitude for teaching;

(*b*) the persons they will be called upon to teach;

(*c*) the nature of the teaching;

(*d*) any applicable national standards.

61. Teaching staff responsible for general education subjects should be recruited from among persons with the qualifications normally required of teachers of these subjects in general educational institutions.

62. Teaching staff responsible for theoretical technical courses should be recruited, according to the type of training involved—

(*a*) from among persons who have been trained for and have had several years' practical experience in the occupation they are to teach, in addition to having a sound theoretical knowledge of it and a good background of general education, as well as teaching ability; or

(*b*) from persons with appropriate practical experience as well as a degree or diploma awarded after appropriate training in a university, technical institution or teachers' training college or by a body approved by the public authorities.

63. (1) Teaching staff responsible for practical courses should be recruited from among persons with the qualifications specified in clause (*a*) of Paragraph 62.

(2) When it is not possible to recruit, for practical courses, teaching staff with all the desirable qualifications, greater importance should be attached to technical competence, occupational experience and teaching ability than to a high level of general education.

64. Teaching staff responsible for courses in supervisory functions should be recruited from among persons who have been trained as supervisors and have had several years' experience in that capacity in addition to having a good background of technical training and general education.

65. Use should be made as far as possible of the experience of persons from industry, commerce or the professions by employing them as part-time teachers of special subjects in training institutions.

66. In principle initial teacher training should be given before the assumption of teaching duties; if this is not practicable it should be given immediately after the assumption of such duties.

67. (1) Teaching staff employed either full-time or part-time in training institutions or in undertakings should receive special training, including teaching practice, for the purpose of developing their teaching ability and, where necessary, their technical qualifications and general education.

(2) The provision of such teaching practice for the teaching staff of training institutions should be facilitated by combining teacher training institutions as far as possible with ordinary training institutions.

(3) Teaching staff in training institutions and undertakings should receive special training on the subject of safety, with emphasis on safe working conditions and the safe use of tools and appliances used in the occupations in which they instruct.

(4) Further training should be made available to teaching personnel on a continuing basis; it should include provision for them to keep abreast with teaching and technical developments and to qualify for promotion.

(5) The following should also be taken into consideration as a means of further training:

(*a*) the organization of periodical visits to undertakings or training institutions and of special courses such as in-service, weekend or holiday courses for individual teachers or groups of teachers;

(*b*) the grant, in special cases, of travelling or research scholarships or special leave with or without pay.

68. Teachers of general education and theoretical technical subjects should, as part of their training, acquire knowledge of the branch of activity which their trainees are intended to enter or have already entered.

69. Full-time teachers responsible for practical courses in training institutions should be enabled to carry out practical work in undertakings from time to time.

70. The training of staff responsible for courses in supervisory functions should include further instruction in the subjects listed in Paragraph 58 as may be required, and instruction in methods and techniques of supervisory training.

71. (1) In order to attract and retain an efficient teaching staff in training institutions, the conditions of employment of such staff should compare favourably with those enjoyed by persons with similar knowledge and experience employed elsewhere on other than teaching duties, due account being taken of the extra qualifications required for teaching.

(2) A similar policy should be applied to teaching staff within undertakings.

72. Where national standards of qualification for teaching staff in training institutions have been established, undertakings giving training should be encouraged to apply such standards when appropriate to their own teaching staff.

73. Persons concerned with the direct supervision or technical administration of training institutions should, if possible, have had both production and teaching experience.

74. The teaching staff of training institutions should be regularly inspected or supervised by the competent authorities with a view to assisting them in their work and improving the instruction given.

XIV. Countries in Process of Industrialization

75. (1) Industrializing countries should aim at developing their training systems progressively in accordance with the provisions of this Recommendation.

(2) They should pay primary attention to establishing an inventory of their current and future manpower needs and resources.

(3) A plan should be drawn up for the establishment and development of training facilities to meet these needs, giving due priority as circumstances require to—

(*a*) the creation of a body of competent teaching staff;

(*b*) the provision and equipment of the necessary training premises;

(*c*) the development of the most appropriate training schemes, including literacy courses for illiterate trainees.

(4) The plan should be put into operation in accordance with the priorities established.

76. (1) Industrializing countries should take special measures to meet the training needs of—

(*a*) persons in rural areas in which it is intended to establish industrial activities;

(*b*) persons who have left rural areas and seek industrial employment in urban areas.

(2) Such measures should include the establishment, particularly in rural areas, of special training institutions, such as simple training workshops covering a few basic trades, and the adaptation of training methods to suit the level of education and degree of advancement of the rural groups in the localities concerned.

(3) The training in rural areas should take account of the possibility of developing new economic activities which utilize the natural resources of the area and are in keeping with the cultural traditions of the local population.

77. Industrializing countries should examine the desirability of—

(*a*) establishing joint training facilities with adjacent countries;

(*b*) obtaining international assistance in the implementation of their training plans.

XV. International Co-operation

78. (1) Countries should co-operate in the field of training to the greatest extent possible and, where desired, with the help of international organizations.

(2) Such co-operation should extend to such measures as—

(*a*) the organization of seminars and working parties on training matters of mutual interest;

(*Continued on page 984*)

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued five certificates designating bargaining agents, ordered one representation vote, granted one application for revocation of certification and also granted a request under Section 61(2) of the Act for review of an earlier decision.

During the month the Board received eight applications for certification, two applications for revocation of certification, and one application under Section 19 of the Act for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement. The Board allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Canadian Merchant Service Guild, Inc., on behalf of first, second and third mates employed aboard the S.S. *Montrealais* by the Papachristidis Co. Ltd., Montreal, Que. (L.G., July, p. 834).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed by Deeks-McBride Ltd., Vancouver, B.C. (L.G., July, p. 834).

3. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of waterboys dispatched by the Canadian Stevedoring Company Limited to ships in the Ports of Vancouver and New Westminster, B.C. (see "Applications for Certification Received," below).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerks employed by the Canadian Pacific Railway Company in its Regional Accounting Office, Merchandise Services, Winnipeg, Man. (see "Applications for Certification Received," below).

5. Warehousemen and Miscellaneous Drivers' Union, Local 419, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of garage employees of De Luxe Transportation Ltd., North Bay, Ont. (see "Applications for Certification Received," below).

Representation Vote Ordered

International Longshoremen's and Warehousemen's Union, Local 501, applicant, and Coastwise Pier Limited, Vancouver, B.C., respondent (L.G., June, p. 655) (Returning Officer: G. H. Purvis).

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Wally Longul, Brendan Guilfoyle, *et al*, applicants, C.K.S.O. Radio Limited, Sudbury, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent (see "Applications for Revocation Received," below).

Request for Review under Section 61(2) of Act

Canadian Maritime Union, applicant, and the Canadian Pacific Railway Company, respondent (unlicensed personnel aboard the S.S. *Keewatin* and S.S. *Assiniboia*) (L.G. July, p. 834). The Board granted the request for review and issued a new certificate which included in the unit employees in the steward's department below the rank of chief steward who are employed only for the summer passenger-carrying season, in addition to regular crew members in similar classifications who are employed throughout the entire navigation season and noncertificated crew members employed in the deck and engine room departments.

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of waterboys dispatched by the Canadian Stevedoring Company Lim-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

ited to ships in the Ports of Vancouver and New Westminster, B.C. (Investigating Officer: G. H. Purvis) (see "Applications for Certification Granted," above).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerks employed by the Canadian Pacific Railway Company in its Regional Accounting Office, Merchandise Services, Winnipeg, Man. (Investigating Officer: C. E. Poirier) (see "Applications for Certification Granted," above).

3. Warehousemen and Miscellaneous Drivers' Union, Local 419, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of garage employees of De Luxe Transportation Ltd., North Bay, Ont. (Investigating Officer: A. B. Whitfield) (see "Applications for Certification Granted," above).

4. General Teamsters' Union, Local 885 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dockmen and warehousemen employed by BlackBall Transport Incorporated, Victoria, B.C. (Investigating Officer: D. S. Tysoe).

5. Syndicat National des Chauffeurs de Camion du Québec, on behalf of a unit of truck drivers, dockmen, warehousemen, and helpers employed by Montreal Ottawa Express Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

6. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW), on behalf of a unit of employees of The British Overseas Airways Corporation at Toronto International Airport, Malton, Ont. (Investigating Officer: A. B. Whitfield).

7. International Woodworkers of America, on behalf of a unit of employees of the

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Upper Ottawa Improvement Co., Ottawa, Ont. (Investigating Officers: G. E. Plant and G. A. Lane).

8. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Western Ontario Broadcasting Company Limited, Windsor, Ont., in its News and Photographic Department (Investigating Officer: A. B. Whitfield).

Applications for Revocation Received

1. Wally Longul, Brendan Guilfoyle, *et al,* applicants, C.K.S.O. Radio Limited, Sudbury, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board to the National Association of Broadcast Employees and Technicians in respect of a unit of employees engaged by the company in its Television Division (see "Application for Revocation Granted," above).

2. P. G. Robertson, H. R. Douglas, *et al,* applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and the International Association of Machinists, respondent. The application was for revocation of the certification issued by the Board to the International Association of Machinists in respect of a unit of employees in the Production Planning Department of the company.

Application under Section 19 of Act Received

Application for the provision for final settlement of differences concerning the meaning or violation of the collective agreement between the National Association of Broadcast Employees and Technicians, applicant, and CJMS Radio Montreal Limitée, Montreal, Que., respondent.

Application for Certification Withdrawn

Office Employees' International Union, Local 131, applicant, and Smith Transport Limited, Oshawa, Ont., respondent (L.G., July, p. 834).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Active Cartage Limited, Toronto, and Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

2. Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, McKinlay Transport Limited, The Overland Express Limited, Smith Transfer Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

3. Canadian Pacific Railway Company (S.S. *Princess Helene* and Seafarers' International Union of Canada) (Conciliation Officer: H. R. Pettigrove).

4. Millar & Brown Ltd., Cranbrook, B.C., and Locals 987, 181 and 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Traffic, Plant and Clerical Divisions) (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 835).

2. Radio-Laurentides Inc. (CKJL), St. Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., July, p. 835).

3. Canadian Broadcasting Corporation, Montreal, and Building Service Employees' International Union, Local 298 (Conciliation Officer: C. E. Poirer) (L.G., July, p. 835).

4. National Harbours Board, Prescott, Ont., and Civil Service Association of Canada (Conciliation Officer: T. B. McRae) (L.G., July, p. 835).

5. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (L.G., July, p. 835).

6. Canadian Broadcasting Corporation and Locals 204, 183 and 308 of the Building Service Employees' International Union (Conciliation Officer: F. J. Ainsborough) (L.G., July, p. 835).

(Continued on page 978)

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada affirms that arbitration board constituted under a collective agreement is not subject to certiorari. Manitoba Court of Queen's Bench rules on status of trade unions in province. Quebec Court of Queen's Bench declares union dues agreement valid, binding on all employees. Ontario High Court quashes decision of arbitration board under collective agreement

The Supreme Court of Canada has upheld the decision of the British Columbia Court of Appeal that an arbitration board constituted by the parties under a collective agreement pursuant to the British Columbia Labour Relations Act is not a statutory tribunal, and therefore not subject to *certiorari*. On the other hand, the Court held that the jurisdiction of an arbitration board or the validity of its award could be challenged in the courts under the British Columbia Arbitration Act or under the common law.

In Manitoba, the Court of Queen's Bench held that under the Manitoba Labour Relations Act, a trade union is primarily a voluntary, unincorporated association and has no legal status to maintain proceedings for a *mandamus* order to compel a company to carry out provisions of a collective agreement relating to a pension plan.

In Quebec, the Court of Queen's Bench, allowing an appeal from a judgment of the Superior Court, held that under the Industrial Relations and Disputes Investigation Act, a union dues agreement between the CNR and the unions certified as bargaining agents for the employees concerned was valid and binding on all the employees covered by the collective agreements in force, whether or not they were union members.

In Ontario, the High Court, in *certiorari* proceedings, quashed an arbitration award on the ground that the board, by refusing to hear a grievance submitted by a union under collective agreement, declined to exercise its jurisdiction under the terms of the collective agreement, and the provisions of the Ontario Labour Relations Act.

Supreme Court of Canada . . .

. . .upholds ruling that *certiorari* not applicable to arbitration board under collective agreement

On March 26, 1962, the Supreme Court of Canada, dismissing an appeal from a judgment of the British Columbia Court of Appeal, confirmed that the arbitrators appointed by the parties under a collective agreement pursuant to the British Columbia Labour Relations Act were not statutory arbitrators and, therefore, not subject to certiorari.

Further, the Supreme Court held that the British Columbia Labour Relations Act does not prohibit recourse to the courts by either party to a collective agreement to challenge the jurisdiction of an arbitration board sitting pursuant to a collective agreement, or the validity of its award, in a manner as permitted by the Arbitration Act or by the common law.

The judgment of the Court was delivered by Mr. Justice Cartwright, who related the following facts of the dispute.

On June 8, 1944, Local 663 of the International Union of Mine, Mill and Smelter Workers (Canada) was certified as bargaining representative of the employees of Britannia Mining and Smelting Co. Ltd. Later, the company's operations were taken over by Howe Sound Company and, on December 23, 1958, the British Columbia Labour Relations Board varied the certificate by deleting the name Britannia Mining and Smelting and substituting in its place the name Howe Sound Company.

In August 1956 the Standard Life Assurance Co. issued a group pension policy to the Britannia company providing for pensions and death benefits for its em-

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

ployees. In August 1958 the Britannia company assigned all its rights in the policy to Howe Sound Company.

A collective agreement dated November 27, 1958, and effective from December 1, 1958, was entered into between Local 663 and Howe Sound Company. Article 16 of the agreement dealt with grievance procedure leading through various stages to the formation of an arbitration board. The decision of the arbitration board was to be final and binding on the parties concerned, "insofar as such decision is not inconsistent with any law, order or directive of any government, agency of government, or other body constituted to enact, administer or issue such law, order or directive, and such authority has jurisdiction on the date of the rendering of such decision."

Article 25 of the agreement reads as follows:

> This Agreement between the union and the company is made in recognition of and subject to the provisions of all Dominion and/or Provincial regulations pertaining thereto and to the laws in force in the Province of British Columbia from time to time.

Article 23 of the collective agreement dealt with the retirement plan and read as follows:

> The Company agrees to contribute to a Retirement Benefit Plan in accordance with an agreement between Howe Sound Company and the Standard Life Assurance Company. For the purpose of this Article the Company agrees to recognize past service of those ex-employees of Britannia Mining and Smelting Co. Limited (dissolved) who have not withdrawn from the Plan prior to the date of this agreement.

The nature of the grievance that was submitted to the arbitration board by the union was that the company refused to carry out the provisions of Article 23 of the collective agreement regarding the coverage by the pension plan of all former employees of the Britannia company, whether such employees were hired by the Howe Sound Company Britannia Division or not, who had not withdrawn from the plan prior to the date of the collective agreement.

The company took the position that the alleged grievance was not properly arbitrable under Article 16 of the collective agreement and that any ex-employee of Britannia company claiming to be entitled to coverage by the group pension plan should begin a court action against the assurance company underwriting the plan and a court decision would be binding on all the parties. On the other hand, a decision of the board of arbitration could not hind the assurance company or an ex-employee who had not been rehired by the Howe Sound Company.

The company had consistently maintained its position that the alleged grievance was not a proper subject for arbitration under the terms of Article 16 of the Agreement and, in the opinion of Mr. Justice Cartwright, by taking part in this arbitration, had not lost its right to assert that the arbitrators had no authority to make an award. The law on this point was stated in the following passages in *Russell on Arbitration*, 16th ed., at pp. 162 and 163:

> If a party to a reference objects that the arbitrators are entering upon the consideration of a matter not referred to them and protests against it, and the arbitrators nevertheless go into the question and receive evidence on it, and the party, still under protest, continues to attend before the arbitrators and cross-examines the witnesses on the point objected to, he does not thereby waive his objection, nor is he estopped from saying that the arbitrators have exceeded their authority by awarding on the matter.
>
> Continuing to take part in the proceedings after protest made does not amount to consent.

When the arbitration board met on November 4, 1960, counsel for the company raised a preliminary objection to the board's jurisdiction and the board reserved its decision on the objection and adjourned the hearing until November 21.

On November 18, the board gave its decision, in which it noted, *inter alia*, that by Article 16 of the collective agreement, the company and the union agreed to arbitrate "any dispute or grievance arising as to the interpretation of this agreement. . . whether the dispute or grievance is claimed by any person employed, or by the men as a whole. . ." when they failed to reach agreement about such disputes.

The company argued that this article applied only to the grievances of specific present employees. In the board's opinion, such interpretation of Article 16 was too restrictive because, when the union entered into the agreement with the company, it was acting on behalf of "the men as a whole," and when it alleged that the company was not complying with an article of the agreement, it was complaining on behalf of "the men as a whole," and it was not necessary for the union to show that some particular employee was prejudiced.

The board added that if the company failed to carry out any term of the agreement, it was a matter of concern for the whole body of employees covered by the agreement, and they had a grievance, even though the immediate beneficiary of the promise by the company might be a third party to the agreement. The board held that the grievance of the union, involving the interpretation of an article of the collective agreement, came within the provisions

of Article 16 and the board had jurisdiction to proceed with the hearing of the union's grievance.

On November 21, the board reconvened and, at its request, the parties agreed on a formulation of the issue before it, which read as follows:

Does Article 23 of the collective agreement dated December 1, 1958, impose on the company the obligation to make pension contributions for past service of ex-employees of Britannia Mining and Smelting Co., Limited who had not withdrawn prior to the date of the agreement from the Retirement Benefit Plan referred to in that Article and who have not been rehired by the company since that date?

The hearing before the board followed and the union called its first witness, but the proceedings were stopped upon the board's being served with the notice of motion for a writ of *certiorari*.

The motion for a writ of *certiorari* was heard before Mr. Justice McInnes, who, after considering the terms of the collective agreement and certain sections of the Labour Relations Act, said in part:

The plain meaning and intent of the whole agreement, and particularly Articles 16 and 23, is that employees of the present company who were formerly employed by the Britannia Company shall retain the full benefits to which they were entitled under the pension plan which was in existence between the old company and its employees. No other meaning is possible or was ever intended to be conveyed by the terms of the present collective agreement and in particular, Article 23 thereof.

In the opinion of Mr. Justice Cartwright, that was not the question which Mr. Justice McInnes was called upon to decide; his function was to determine whether or not the board had jurisdiction to decide the matter referred to it.

In the result, Mr. Justice McInnes ordered that the ruling of the board of November 18, 1960, be quashed.

In the Court of Appeal (L.G., Jan., p. 72), for the first time, the question was raised whether *certiorari* would lie against the arbitration board in question and the Court of Appeal held unanimously that it would not and consequently allowed the appeal without dealing with any other questions.

In this respect, Mr. Justice Cartwright quoted the following passage from the judgment of Mr. Justice Tysoe of the Court of Appeal:

Certiorari does not lie against an arbitrator or arbitration board unless the arbitrator or board is a statutory arbitrator or statutory board; that is, a person or board to whom by statute the parties must resort. Prerogative writs of *certiorari* and prohibition do not go to ordinary private arbitration boards set up by agreement of parties: *Ex parte Neate; Reg. v. National Joint Council for Craft of Dental Technicians* (1953), 1 QB 704, (1953) 2 WLR 342. We must, therefore, decide whether this arbitration board is a private arbitration body set up by agreement or a statutory board.

In *Ex Parte Neate: Reg. v. National Joint Council of Dental Technicians,* Lord Goddard said:

But the bodies to which in modern times the remedies of these prerogative writs have been applied have all been statutory bodies on whom Parliament has conferred statutory powers and duties which, when exercised, may lead to the detriment of subjects who may have to submit to their jurisdiction...

...There is no instance of which I know in the books where *certiorari* or prohibition has gone to any arbitrator except a statutory arbitrator, and a statutory arbitrator is one to whom by statute the parties must resort.

Counsel for the company submitted that, by the combined effect of Sections 21, 22, 24 and 60 of the Labour Relations Act, the arbitration board set up under Article 16 of the collective agreement is, in substance, a statutory board to which, by statute, the parties must resort. It was argued that, while its creation is provided for and its powers are conferred upon it by the agreement, and two of its members are appointed by the parties and the third pursuant to the request of those two, all these things are agreed to, not of the free will of the parties, but under the compulsion of the statute. In support of this submission, the company relied, among others, on *Re International Nickel Co. of Can. and Rivando* (L.G. 1956, p. 1155), a unanimous decision of the Court of Appeal for Ontario.

Mr. Justice Cartwright noted that there are differences between the Ontario legislation and that in force in British Columbia, and whether the company's argument should prevail must depend chiefly on the wording of the British Columbia statute.

The sections of the British Columbia Labour Relations Act upon which the company relied read as follows:

S. 21. Every person who is bound by a collective agreement, whether entered into before or after the coming into force of this Act, shall do everything he is required to do, and shall refrain from doing anything that he is required to refrain from doing, by the provisions of the collective agreement, and failure to do or refrain from so doing is an offence against this Act.

S. 22 (1). Every collective agreement entered into after the commencement of this Act shall contain a provision for final and conclusive settlement without stoppage of work, by arbitration or otherwise, of all differences between the persons bound by the agreement concerning its interpretation, application, operation, or any alleged violation thereof.

S. 22 (2). Where a collective agreement, whether entered into before or after the commencement of this Act, does not contain a provision as required by this section, the Minister shall by order prescribe a provision for such purpose, and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on all persons bound by the agreement.

S. 24. Each of the parties to a collective agreement shall forthwith, upon its execution, file one copy with the Minister.

S. 60. Every trade-union, employers' organization, or person who does anything prohibited by this Act, or who refuses or neglects to do anything required by this Act to be done by him, is guilty of an offence and, except where some other penalty is by this Act provided for the act, refusal, or neglect is liable, on summary conviction,

(a) if an individual, to a fine not exceeding fifty dollars; or

(b) if a corporation, trade-union, or employers' organization, to a fine not exceeding two hundred and fifty dollars.

Counsel for the company argued that the provision in the collective agreement stating that the decision of the arbitration board shall be final, when read in the light of Section 22(1) of the Act requiring "a provision for final and conclusive settlement . . . of all differences," had the effect of prohibiting recourse to the courts by either party to question the jurisdiction of the board or the validity of its award, and thus left prohibition and *certiorari* as the only available remedies.

Mr. Justice Cartwright did not accept this argument. In his opinion, even if the collective agreement did not contain Article 25 and the sentence about the finality of the arbitration board's decision in Article 16, quoted above, words clearer than those used in the collective agreement and in the statute would be necessary to have the effect of ousting the jurisdiction of the courts. In his view, it is open to the parties, should the occasion arise, to question the jurisdiction of the arbitration board or the validity of any award it makes in such manner as is permitted by the Arbitration Act or by the common law.

For these reasons and those given by Mr. Justice Tysoe in the Court of Appeal, Mr. Justice Cartwright reached the conclusion that the arbitration board, in the case under review, was not one to which *certiorari* could be applied and, consequently, the company's appeal should be dismissed.

He also agreed with the view of Mr. Justice Tysoe that the question of what the situation would be should the parties to a collective agreement fail to include in it a provision for final and conclusive settlement without stoppage of work so as to bring into operation the provisions of Subsection (2) of Section 22 of the Labour Relations Act should be reserved for future consideration. *Re Crown Office Rules Act, Certiorari Proceedings (B.C.), Howe Sound Company v. International Union of Mine, Mill and Smelter Workers (Canada), Local 663,* (1962), 37 W.W.R., Part 14, p. 646.

Manitoba Court of Queen's Bench . . .

. . . rules that a trade union in Manitoba has no legal status to obtain *mandamus* order from court

On October 19, 1961, Chief Justice Williams of the Manitoba Court of Queen's Bench held that a trade union in Manitoba had no legal status to obtain an order from the Court to compel an employer to carry out a term of a collective bargaining agreement relating to a pension plan.

The Bakery and Confectionery Workers' International Union of America, Local 389, Winnipeg, entered on May 1, 1959 into a collective agreement with Brothers Bakery Ltd. The agreement, in Article 17, provided for a pension plan, which the company agreed to make effective from January 1, 1961 once the plan was approved by the vote of the employees concerned. Apparently, the company refused to take necessary steps to put the plan into effect.

On May 4, 1961 the Manitoba Labour Relations Board granted the union's request for consent to prosecute the company for alleged violation of the Labour Relations Act in failing to put the pension plan into effect.

No prosecution of the company had been undertaken and the reason given by the union for not prosecuting was that, while the prosecution might result in a fine, it would not necessarily result in the company's taking necessary steps to make the pension plan effective.

Also, the union did not apply for arbitration of the problem under the collective agreement grievance procedure because, in the union's opinion, the issue between the union and the company was not any different as to matters of fact or matters of law, but simply a refusal by the company to do what it had contracted to do, and an arbitration board has no power to enforce the execution of the pension plan by the company, and any reference to arbitration would simply be a waste of time and money.

Instead, the union brought the matter before the Court by way of originating notice to obtain a *mandamus* order compelling the company to take necessary steps to implement the provisions of the collective agreement in order to put the pension plan into effect.

In connection with the arbitration provision in the collective agreement, Chief Justice Williams drew attention to Section 19(4) of the Labour Relations Act, which reads:

The Arbitration Act does not apply to an arbitration under a collective agreement.

It was argued that, because of this Section, an arbitration award under the collective agreement would be ineffective because it could not be enforced by the Court. In the Chief Justice's opinion, if the person or corporation had a proper status, the effect of Section 19(4) would not be to bar an application to the court to enforce the award, relying upon the common law or equitable jurisdiction of the court. The insertion of Section 19(4) in 1957, however, does point up the differences between collective agreements and ordinary commercial contracts.

Chief Justice Williams dismissed the motion on the ground that *mandamus,* a mandatory order, or a mandatory injunction, cannot be obtained on originating notice. Another ground for dismissing the motion was that a trade union in Manitoba had no legal status to obtain an order compelling the employer to carry out a term of a collective bargaining agreement.

In the opinion of the Chief Justice, the matter of status of trade unions in Manitoba was settled by the judgment of the Manitoba Court of Appeal in *Re Walterson and Laundry & Dry Cleaning Workers' Union and New Method Launderers Ltd.,* (L.G. 1955, p. 565) where, in affirming a court order prohibiting a magistrate from hearing certain prosecutions authorized by the Labour Relations Board and brought by the union in its own name, Chief Justice Adamson stated that the union was not a legal entity and, as such, could not sue or be sued in civil proceedings and could not prosecute or be prosecuted in criminal proceedings.

Further, Chief Justice Adamson stated that a number of unincorporated individuals cannot be a party to judicial proceedings in their club, union or association name, and Section 46(1) of the Manitoba Labour Relations Act gave a trade union status in courts only to be prosecuted for an offence under the Act. This specific provision as to when a trade union could be a party in legal proceedings negated the submission that the intention of the Act was to make trade unions legal entities for all purposes within the purview of the Act.

Further, Chief Justice Adamson noted that the same principle was upheld, in so far as the province of Quebec was concerned, in the Supreme Court of Canada in *International Ladies' Garment Workers' Union v. Rothman* (1941) S.C.R. 388, and under the federal Industrial Relations and Disputes Investigation Act in *Can. Seamen's Union v. Can. Labour Relations Board* (L.G. 1951, p. 697).

Chief Justice Williams, in the case under review, concluded that the judgment in the *Walterson* case was binding and all Manitoba decisions prior to the *Walterson* case must be read in its light, and that there was nothing in the *Therien v. International Brotherhood of Teamsters* case (L.G. 1960, p. 276) that could weaken its effect.

Further, Chief Justice Williams said that primarily, a trade union is a voluntary unincorporated association; it is not a legal entity known to the law. It may not sue or be sued in civil proceedings and may not prosecute or be prosecuted in criminal proceedings. The Legislature may confer upon or impose upon such an association powers and liabilities, but this should be done by clear and unambiguous words.

The Courts have, however, by implication from the words or intent of the statute in question, found that in certain instances such unions are given a status or *quasi* status. They have been held to be suable for certain torts. They have been given a status in some cases to conduct prosecutions for breaches of the statute. They have apparently been authorized or required to enter into arbitration agreements. But, in his opinion, the Court should not be required to go too far in "implying" status.

Chief Justice Williams could not see, on consideration of the Labour Relations Act, any power given by express words or reasonable implication to the union in the case at bar to maintain the proceedings in question, and he held that it had no status to do so. Also, he said that the use of the words "or otherwise" after the word "arbitration" in Section 19(1) of the Act does not give any right of action in a case such as this under review. This section reads:

Section 19(1): Every collective agreement entered into after the twenty-first day of April, 1948, shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise of all differences between the parties to, or persons bound by, the agreement or on whose behalf it was entered into, concerning its meaning, application or violation.

The Court dismissed the motion for a *mandamus* order to compel the employer to carry out a term of a collective agreement relating to a pension plan. *Re Bakery and Confectionery Workers' International Union of America, Local 389, Winnipeg, and Brothers Bakery Ltd.* (1962), 37 W.W.R., Part 9, p. 413.

Quebec Court of Queen's Bench . . .

. . .upholds the validity of union dues agreement between employer and certified bargaining agents

On December 15, 1961, the Quebec Court of Queen's Bench allowed an appeal from the judgment of Mr. Justice Mont-

petit of February 24, 1956, and held as valid a "union dues agreement" between the CNR and the unions recognized as duly certified bargaining agents for the employees concerned.

The Court held that the agreement—which stipulated that each employee covered by the collective agreements then in force, whether or not a member of the union, would be obliged to pay union dues and that the sanction for non-payment would be the loss, for the delinquent employee, of his preference of employment—was neither contrary to nor prohibited by the provisions of the Industrial Relations and Disputes Investigation Act. Further, the Court held that the agreement in question did not imply intimidation or coercion, but only imposed a condition that was reasonable and within the law.

Since 1946, the Brotherhood of Locomotive Engineers has been recognized as a certified bargaining agent for "the locomotive engineers handling steam or other classes of motive power while employed as such in Canada by the Canadian National Railways." The Brotherhood of Locomotive Firemen and Enginemen has been recognized since 1948 as a bargaining agent for all the CNR employees engaged as "locomotive fireman, locomotive helpers, hostlers, and outside hostlers' helpers."

Both unions had collective agreements with the Canadian National Railways which were valid on February 1, 1955, and covered all the above-mentioned employees. On February 1, 1955, both unions and the company signed an additional agreement called "union dues agreement" which was to be valid from April 1, 1955 till March 31, 1956, and which stipulated "the payment of union dues as a condition of continued preference of employment with the railway company."

Sloan had been a member of both unions for 18 and 17 years respectively, until November 1952, when he ceased to be a union member but continued to pay union dues under the dues agreement. The latter agreement provided that all CNR employees covered by the collective agreement then in force, whether or not members of the unions, were bound to tender and pay the union dues assesed by the two Brotherhoods. Upon the failure of such payment, the employees were considered as delinquent and were liable to lose their "preference of employment." The effect of the "loss of preference of employment" clause was that a delinquent locomotive engineer, locomotive firemen (helper), hostler or hostler's helper, would lose the privilege of exercising his seniority to service of any kind and would not be called for work unless there was no one else available.

In April and May 1955, Sloan refused to pay union dues, and in June he lost his seniority rights for three days. Once he started the payments, his seniority was restored. Then he brought a court action challenging the legality of the union dues agreement on the grounds that the agreement was not a collective agreement; the unions and the company had no right to sign it; the agreement was contrary to the Industrial Relations and Disputes Investigation Act, to the Civil Code, and to the constitution and by-laws of the Brotherhoods. He contended also, that the agreement was against public order.

Mr. Justice Montpetit of the Superior Court rejected the submission that the union dues agreement was not a collective agreement; he also rejected the contention that the parties to the agreement had no right and no authority to sign it. He accepted the contention, however, that the agreement was contrary to the Industrial Relations and Disputes Investigation Act and he declared null and void the parts of the agreement dealing with the loss of preference of employment, and held the union dues agreement as such null and without effect insofar as Sloan was concerned.

The judgment of Mr. Justice Montpetit was appealed by the unions.

In the Court of Queen's Bench, the unions asked for confirmation of the findings of the judge below that the union dues agreement was of the nature of a collective agreement within the terms of Section 2(1) of the I.R.D.I. Act and that the unions, which were certified bargaining agents, had the right to claim the totality of rights conferred upon them by the said Act.

On the other hand, the unions submitted that the judge below was wrong when he found, *inter alia,* that the provisions of the union dues agreement regarding the loss of preference of employment could not be comprised in the exceptions authorized by Section 6(1) of the Act; that the judge was also wrong when deciding that the stipulations of the agreement were in conflict with Section 4(4) of the Act, as well as in his findings that the union dues agreement was void and null insofar as Sloan was concerned.

The following sections of the Industrial Relations and Disputes Investigation Act were considered:

S. 2 (1) (d). "Collective agreement" means an agreement in writing between an employer or an employers' organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on behalf of

the employees, on the other hand, containing terms or conditions of employment of employees including provisions with reference to rates of pay and hours of work.

S. 4 (4). No employer and no person acting on behalf of an employer shall seek by intimidation by threat of dismissal, or by any other kind of threat, or by the imposition of a pecuniary or other penalty, or by any other means to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union and no other person shall seek by intimidation or coercion to compel an employee to become or refrain from becoming or to cease to be a member of a trade union.

S. 6 (1). Nothing in this Act prohibits the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade union, or granting a preferncе of employment to members of a specified trade union.

S. 10. Where a trade union is certified under this Act as the bargaining agent of the employees in a unit

(a) the trade union shall immediately replace any other bargaining agent of employees in the unit and shall have exclusive authority to bargain collectively on behalf of employees in the unit and to bind them by a collective agreement until the certification of the trade union in respect of employees in the unit is revoked,

S. 18. A collective agreement entered into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon

(a) the bargaining agent and every employee in the unit of employees for which the bargaining agent has been certified.

Mr. Justice Casey, in his reasons for judgment, agreed with the ruling of the trial judge that the union dues agreement was a collective agreement, that the preference of employment provisions were conditions of employment, and the unions and the company were entitled to enter into this kind of contract. As there was no appeal from that part of the judgment, the issue before the Court of Appeal was to decide whether the union dues agreement was contrary to the I.R.D.I. Act. In particular, the question was whether the union dues agreements set up the type of preference contemplated by Section 6(1) of the Act. The trial judge reached the conclusion that the preference of employment, as provided in the agreement, was not the one envisaged by Section 6(1) of the Act.

On this point, Mr. Justice Casey disagreed with the decision of the trial judge. He noted that the question whether there was anything in the Act that expressly prohibits agreements of this type was dealt with by Chief Justice McRuer of the Ontario High Court in *Hill v. Canadian Pacific Railway Company* (L.G., April, p. 450). He agreed with the Chief Justice's reasoning that irrespective of Section 4(4) and Section 6(1), the I.R.D.I. Act, by Sections 10 and 18, authorizes an agreement of the kind under review; that an employer is entitled, under the Act, to agree with a trade union acting on behalf of his employees that payment of union dues is a condition of employment, or a condition to the enjoyment of preference in employment.

Mr. Justice Casey agreed also that Sections 4(4) and 6(1) do not concern the situation under review because the purpose of these subsections is to preserve the right of freedom to belong to a union, or freedom to refrain from belonging to a union, and that the employee is not to be subject to coercion, but that is a different thing from an employer saying to his employees: "If you wish to have the benefits of collective agreements that we enter into with the union and to remain in our employ, you will pay union dues"; or, "If you wish to enjoy the privileges of the union agreement as to first in first out in the pool of engineers, you will have to support the union that looks after the enforcement of the rights of the employees."

Mr. Justice Casey added that it was unrealistic and contrary to the economy of the Act to assume that unions must or should donate their services to non-member employees; it is in the interest of the employees that they be given a bargaining agent, and this interest implies a duty to contribute to the costs incurred by that agent in the discharge of its functions. Therefore, before declaring a union dues agreement invalid under the Act, Mr. Justice Casey would require an express prohibition or, at the very least, one that necessarily implies invalidity. Since he was unable to find either, he held the union dues agreement valid.

Further, he did not regard the loss of preference of employment provisions as intimidation or coercion; in his opinion, these provisions imposed on all a condition that was reasonable and not contrary to the law.

Mr. Justice Badeaux, in his reasons for judgment, noted that the trial judge rightly decided that the union dues agreement was a kind of collective agreement. A collective agreement, under the terms of Section 2(1)(d), has to be (1) an agreement in writing between an employer or an employers' organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on behalf of the employees, on the other hand, and (2) has to contain terms or conditions of employment of employees, including provisions with reference to rates of pay and hours of work.

The union dues agreement under consideration was no doubt in conformity with the first requirement of a collective agreement. Did it, however, conform with the second requirement, namely, did it contain conditions of employment of employees?

In this respect, Mr. Justice Badeaux said that the union being duly certified, all the employees in the bargaining unit, whether or not union members, were bound by the union dues agreement in pursuance of Section 18(a) of the Act. This collective agreement, in his opinion, did not contain anything discriminatory against the employees who were not union members, since the conditions of employment which this agreement imposed were the same for the union members as for those who were not.

Under the agreement in question, if an employee who was a union member ceased to pay his union dues, he lost his seniority exactly in the same way as an employee who was not a union member and who had stopped his payments. The employee was not deprived of his right to work, but he lost his seniority and could work only when the list of employees who made such payment had been exhausted.

Under Section 18(a) of the Act, all the employees within the bargaining unit are bound by such an agreement, which, in the opinion of Mr. Justice Badeaux, was made not to the detriment of one or the other group of employees, but in reality for the common benefit of all the employees of the bargaining unit without distinction.

In reference to Section 4(4) of the Act, Mr. Justice Badeaux said that the section in question forbids an employer to seek by intimidation, by the threat of dismissal, or by any other kind of threat, or by the imposition of a pecuniary or other penalty, or by any other means, to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union. And no other person could, for the same reasons, compel an employee to become or refrain from becoming, or to cease to be, a member of a trade union. In his opinion, this section deals with a total forfeiture of the right to work, while this was not stipulated in the union dues agreement.

Under Section 6(1) of the Act, Mr. Justice Badeaux continued, the CNR and the unions could include in the collective agreement a provision stipulating as a condition of employment the membership in the union, or could provide for a preference of employment for a union member. This section allowed the conditions of employment to be more restrictive than those contained in the union dues agreement.

Mr. Justice Badeaux did not find anything in the Act that would prevent insertion in the union dues agreement of the conditions of employment such as were included. In conclusion, he held that the provisions regarding the loss of preference of employment as contained in the union dues agreement could be comprised within the exceptions provided by Section 6(1) of the Act and these provisions were not in conflict with Section 4(4) of the Act.

Mr. Justice Rinfret, in his dissenting opinion, stated that the union dues agreement was illegal insofar as Sloan was concerned. Further, he held that the agreement could not be considered as being of the nature of a collective agreement within the terms of Section 2(1)(d) of the I.R.D.I. Act because, insofar as the agreement went, the unions were not acting in the name of the employees, nor were they concerned only with the benefits of employees whom they represented as bargaining agents, but they were prompted by their own benefits and interests with the sole aim of facilitating the collection of union dues from their members and of the contributions imposed on non-members.

Also, Mr. Justice Rinfret added that the union dues agreement was outside the scope of Section 6(1) of the Act and was not a stipulation of preference of employment which the parties to the collective agreement could grant to the members of a specified trade union. Actually, in Mr. Justice Rinfret's opinion, the provision in question amounted to a penalty for defaulting in the payment of union dues imposed on all employees, whether or not union members, who, by refusing to pay, become delinquent.

The Court of Queen's Bench, by a majority decision, allowed the appeal and found the union dues agreement valid and within the terms of the I.R.D.I. Act and binding insofar as Sloan was concerned. *Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Engineers and Firemen v. Sloan and Canadian National Railways*, (1962) R.J.B.R., No. 4, p. 305.

Ontario High Court . . .

. . . quashes arbitration decision on ground that the board declined to exercise its jurisdiction

On January 23, 1962, Mr. Justice Gale of the Ontario High Court, in *certiorari* proceedings, quashed a decision of an arbitration board in which the board had declined to hear a dispute submitted by a union under a collective agreement. The Court held that under the collective agreement the union had the right to submit to an arbitration board any grievance which

the individual employees had the right to raise and the board could not decline its jurisdiction by refusing to hear such dispute.

On January 10, 1961, Local 598 of the Mine, Mill and Smelter Workers Union requested a meeting of the International Nickel Co. of Canada Ltd. under Article 7.09 of the collective agreement to deal with an alleged violation of Article 11.13 of the agreement in respect of the amounts said to be payable to the employees for the 1960 Christmas and New Year's pay periods.

The opening paragraph of Article 7.09 reads as follows:

> Any differences arising between the union and the company from the interpretation, application, administration or alleged violation of the provisions of this agreement, instead of following the procedure hereinbefore set out, may be submitted, in writing by either of such parties to the other with opportunity for oral discussion between the officers of the union and the General Manager or his designated representative.

The article continues by setting out the procedures that were to be followed in the event there was not an initial settlement and ultimately provides that such matters might go to arbitration.

Other Articles dealing with the adjustment of grievances were Articles 7.01 to 7.08, which had to do with differences arising "between the company and any of the employees." Apart from the words quoted above, the first part of Article 7.01 was identical with Article 7.09.

From the outset, the company took the position that the question of what was to be paid to all of the some 8,000 employees with respect to the periods in question was a dispute between the company and each individual employee and could not be the subject matter of discussions and proceedings under Article 7.09 between the union and the company.

When the union submitted the dispute to the arbitration board, the majority of the board decided that the board had no jurisdiction to hear the dispute because the dispute was not one which could be processed through Article 7.09. The Board's decision could be summed up by quoting from the award the following passage:

> We are dealing with a contract which provides for final and binding arbitration of any difference whatever, but provides two different and mutually exclusive procedures for the only two kinds of difference that can possibly arise under a collective agreement namely, a difference between employees as such and the company and differences between the union as such and the company.

When the union applied for *certiorari* to quash the board's decision, it took the position that the board had jurisdiction to deal with dispute. The union's counsel argued that, in declining jurisdiction, the board acted in excess of jurisdiction; that there was an infringement of the fundamental principles of justice because, in failing to adjudicate the dispute, the board denied justice to those seeking it; that there was an error on the face of the record which amounted to a manifest defect of jurisdiction; and that the board unlawfully declined jurisdiction when, in law, it was obliged to act.

Mr. Justice Gale was of the opinion that *certiorari* should be granted and the board's ruling quashed because the board declined or refused to assume jurisdiction which it possessed.

In his opinion, there were two matters before the board. There was first the company's allegation that the dispute raised by the union was not one between the company and the union, but was one between the company and its employees and was therefore not one that could be processed and ultimately arbitrated pursuant to Article 7.09 of the collective agreement. As the union steadfastly contested that contention, therefore, in the opinion of Mr. Justice Gale, the board's first duty was to ascertain and decide whether, by reason of the agreement and the provisions of the Ontario Labour Relations Act and the correspondence at hand, the board had jurisdiction to hear the dispute although initiated by the union rather than by the employees personally.

The second matter before the board was to decide the question of how Article 11.13 of the collective agreement dealing with the amounts payable for the 1960 Christmas and New Year's pay periods should be interpreted and whether the employees of the company should have received the money they claimed under Article 11.13. The consideration of the second matter by the board depended on the ruling regarding the first question as to whether the board had jurisdiction to hear the dispute. Consequently, the question before the Court to decide was primarily whether or not the board wrongly refused to assume jurisdiction.

In deciding this matter, Mr. Justice Gale did not accept the proposition that the collective agreement contemplated two types of differences which were mutually exclusive and which had to be processed in separate ways. On the contrary, he was of the opinion that all differences may be disputed and carried to arbitration, subject

to the specific terms of Articles 7.01 to 7.10 as to procedures, by either the union or an individual employee. Article 7.01 offered one type of procedure for individuals up to a certain point and Article 7.09 gave a different type of procedure to the union, but there was no suggestion in the collective agreement that "differences" fell into two or more classes and that one class must be pursued by individual employees and the other by the union.

This interpretation, according to Mr. Justice Gale, is recognized by and flows from the provisions of the Labour Relations Act and, in particular, from Section 32 of the Act, which provides that in every collective agreement the trade union is a party and is to be deemed to be the exclusive bargaining agent of the employees, and from Section 1(j), which suggests that one of the purposes of the formation of a trade union is the regulation of relations between employees and employers.

Section 34(1) and (2) are also of significance because they stipulate that the form of article therein set out regarding arbitration is deemed to be contained in any collective bargaining agreement from which it is omitted and is one "between the parties" which, of course, must include at least the union and the company. The board held, however, that this direction provided by the Act to the parties was removed from the union when it agreed to the insertion of Article 7.01 in the collective agreement. In other words, the board concluded that by accepting that Article the union abandoned its right to raise any question, including those involving pay for the entire work force, that individual employees have the right to raise.

Mr. Justice Gale did not agree with the board's interpretation and held that, if there has been abdication by the union of its ordinary right to bring a matter such as this to arbitration, then it must be found, if at all, in clear and explicit language. In the agreement under consideration, such language was entirely lacking.

Further, Mr. Justice Gale noted that Article 7.09 of the collective agreement was worded in general terms and did not qualify in any way the type of difference that the union could bring pursuant to its provisions and did not envisage different classes of difference. Articles 7.01 to 7.08 and Article 7.09 differentiated only between two types of grievors, not between differences. If it were otherwise, it would be almost impossible to decide into which class a difference might fall. Uncertainty, and perhaps chaos, would follow, for every grievance would probably be preceded by a quarrel as to whether it was one which was available only to employees or only to the union.

Under the collective agreement, the parties desired to promote harmonious industrial relations and to establish the union as a party to the agreement, not only on its own behalf, but also on behalf of all its employees. In assuming these responsibilities, the union, in Mr. Justice Gale's opinion, was obliged to provide the mechanism for the carrying out of those terms of the agreement which, in its opinion, were to the benefit of individual employees.

Mr. Justice Gale also agreed with the union's interpretation of Article 7.09. Under this article *any* difference was capable of being processed to arbitration, and the words "instead of following the procedure hereinbefore set out" indicated that the union could resort to either of the two methods of initiating proceedings for the adjustment of any dispute.

Mr. Justice Gale was of the opinion that the union had the right under the agreement to resort to Article 7.09 in the dispute at bar. It was unreasonable to suggest that a matter affecting all of the great working force of the company was intended to be settled pursuant to individual grievances and in no other manner. The fact that Articles 7.01 to 7.07 imposed a definite restriction upon the right of individual employees to follow the procedure therein set out was another reason for rejecting the company's contention. An employee's right to grieve stopped at a certain stage and the agreement thus recognized that the union was thereafter his agent with exclusive power to process further all matters which it deemed worthy of additional consideration.

In conclusion, Mr. Justice Gale held that, in the situation at bar, the union could commence the proceedings under Article 7.09 and the board was wrong in deciding that no such right existed and that it had no jurisdiction to deal with the merits of the dispute as to the interpretation of Article 11.13. The board was directed to deal with the dispute as submitted by the union. *Re Sudbury Mine, Mill and Smelter Workers Union, Local 598 and International Nickel Co. of Canada Ltd.* (1962), 32 D.L.R. (2d), Part 7, p. 494.

Recent Regulations under Provincial Legislation

Saskatchewan increases minimum wage rates in cities. New Brunswick sets out minimum construction standards for logging camps, lays down rules for hygiene and sanitation. Alberta sets licensing requirements for sheet metal mechanics

In Saskatchewan, a revision of minimum wage orders increased rates for the 10 cities of the province but left rates for the smaller centres unchanged. In the cities, the minimum for most occupations is now $34 a week for full-time employees 18 years and over and 90 cents an hour for part-time workers. In the smaller centres, the corresponding rates are $32 a week and 85 cents an hour.

In New Brunswick, new regulations for logging camps set out minimum construction standards for camps and also laid down rules with respect to equipment, maintenance, sanitation and hygiene.

In Alberta, regulations under the Tradesmen's Qualification Act set out licensing requirements for sheet metal mechanics. The regulations for apprentice welders were revised. Three new orders dealing with gas installations were issued under the Gas Protection Act.

Alberta Apprenticeship Act

In Alberta, the apprenticeship rules for the welding trade have been re-issued with some changes in the provisions dealing with educational standards and wages of apprentices. The new regulations, which were gazetted as Alta. Reg. 287/62 on May 31, replace Alta. Reg. 126/57.

Apprentices in the welding trade must now have at least a Grade 9 education or its equivalent, instead of Grade 8.

The minimum now payable to an apprentice welder for registered employment prior to first-year technical training is 60 per cent of the prevailing journeyman's wage. The rate must be increased to 70 per cent after he passes his first-year technical training, with a further increase to 80 per cent after a second successful year. From the time he passes his third year of technical training until completion of his contract, an apprentice in the welding trade must now be paid at least 90 per cent of the journeyman's rate.

Previously, the minimum was 60 per cent of the journeyman's rate the first-year, 70 per cent the second, and 80 per cent the first six months of the third year and 90 per cent the last six months.

Alberta Gas Protection Act

Three new orders under the Alberta Gas Protection Act, dealing with gas appliances, were gazetted June 15.

One of these orders, Alta. Reg. 319/62, adopted the latest edition of the CSA installation code for gas-burning appliances and equipment (B.149-1962), in place of the 1958 edition previously used. Another order, Alta. Reg. 322/62, amends Alta. Reg. 319/62 with respect to certain provisions in the Code relating to the purging of gas lines. Both regulations are effective August 1, 1962.

A further order, Alta. Reg. 323/62, "Regulations Governing Gas Installations," consolidates the provisions of Alta. Reg. 637/57 and amendments with several new requirements.

One of these new provisions requires the producer or manufacturer of liquefied petroleum gas to introduce an odorant into it to indicate the presence of gas in air in concentrations as low as one half of one per cent by volume. Every tank truck ticket or tank car bill of lading must have a stamp stating that the gas has been "odorized in accordance with the requirements of the Gas Protection Act Regulations."

Another new requirement specifies that appliances rated in excess of 400,000 B.T.U. per hour must pass the operational test of the Gas Protection Branch before being approved for operation.

Alberta Tradesmen's Qualification Act

Regulations under the Alberta Tradesmen's Qualification Act providing for the examination and certification of sheet metal mechanics were gazetted as Alta. Reg. 288/62 on May 31. The trade of a sheet metal mechanic was designated a trade under the Tradesmen's Qualification Act in April, and these are the first regulations to be issued.

For purposes of these regulations, the term "sheet metal mechanic" means any person engaged in the fabrication or construction of warm air heating systems, ventilation systems, air conditioning systems, exhaust systems, fire doors, or restaurant, hospital and dairy equipment out of sheet metal not heavier than 10 gauge U.S.S., and in the installation, repair and servicing

of such equipment. It does not cover persons employed in the manufacture of sheet metal products for sale as such, nor those employed in the fabrication and installation of gravel stops and edging flashing or in the installation of eaves troughing made from sheet metal not heavier than 26 gauge U.S.S. or its equivalent.

As in other designated trades, the regulations provide for two types of certificates, certificates of proficiency and temporary certificates of proficiency.

To qualify for a certificate of proficiency in the trade of a sheet metal mechanic, an applicant must have at least four years experience and pass the prescribed examination. However, a sheet metal mechanic holding a certificate of qualification under the Apprenticeship Act may exchange it for a certificate of proficiency under this Act upon payment of the prescribed fee.

The examination for a certificate of proficiency will include both practical and theoretical tests based on the course of studies established for the trade under the Apprenticeship Act.

At the discretion of the Department of Labour, a temporary certificate of proficiency may be issued to a person who is subject to examination, or to a tradesman who has failed the examination for a certificate of proficiency but has obtained at least two thirds of the required pass mark.

The Department may also issue a certificate of proficiency or a temporary certificate of proficiency to a sheet metal mechanic who holds a certificate issued by another province or other approved licensing authority.

New Brunswick Logging Camps Act

The first regulations to be issued under the New Brunswick Logging Camps Act were gazetted June 6 to go into force on October 1. The Act, which was passed at the last session of the Legislature following a survey of woods camps by Department of Labour officials, provides for the enforcement of health and sanitation standards in logging camps.

The regulations, which are to be administered by the Department of Labour, lay down minimum construction standards for logging camps, specify the bedding, washing facilities and sanitary conveniences to be provided, and lay down rules with respect to sanitation, prevention of disease, and first aid.

The regulations apply to all temporary or permanent camps housing five or more employees engaged in cutting, driving, rafting, booming, transporting and sawing of logs, timber, pulpwood, firewood, pit props, railroad ties or sleepers, and work incidental to these activities.

Where possible, camp buildings must be located in a dry and sunny place, 100 feet or more from the high water level of a lake or stream. Floors must be tight and smooth and at least one foot above properly drained ground. Walls have to be seven feet or more in height and weatherproof. One square foot of window area is required for each 20 square feet of floor area. Roof windows may not be located over bunks. And artificial lighting must be provided.

There must be at least 300 cubic feet of air space for each occupant of a bunkhouse. The regulations also set out requirements for ventilators. Each camp must have at least two exits and be provided with a suitable fire extinguisher.

Workers must be provided with single beds not exceeding two tiers, with springs, and clean, disinfected bedding, including a mattress, sheets, woollen blankets, and a pillow. There must be a 24-inch passage between beds. Bed sheets are for the exclusive use of the worker and must be washed at least twice a month. Blankets must be washed and disinfected at least at the beginning of each working season.

Each camp is required to have proper facilities for the cleanliness of its occupants. Suitable washrooms with at least one basin for every five workers are to be provided and supplied with hot water. There must also be a suitable room or other space for workers to dry their clothes and a place to store clothes and other belongings.

A separate room must be provided for women employees. If a woman is accompanied by one child or more, a dwelling separate from the bunkhouse and kitchen must be made available.

Each camp must have a pantry for the storage of perishable foods, with proper protection against flies, insects, vermin and dust. There must also be a suitable storage place for vegetables. Kitchen utensils and dishes must be made of rustproof material and be properly washed after use.

Camp floors are to be washed twice a week and damp-swept daily. Insect screens must be provided. Harness, chainsaws and other equipment must be kept in a place other than the living quarters, where they will not interfere with camp cleanliness.

Camps must be provided with a plentiful supply of wholesome drinking water. If there is no drilled well, the water must be obtained from a source higher than the camp level. If obtained from a lake or river, the intake must be located upstream from the camp and at least 200 feet from the

nearest building. If running water is not available, a clean, covered container with a tap and cups must be supplied. The water supply must be tested in a laboratory at least yearly.

The regulations also set out minimum standards with respect to toilet facilities. Other sanitation provisions deal with drainage, garbage disposal, the location of stables, and the keeping of domestic animals.

An employer is forbidden to engage a cook, assistant cook or any food handler who does not have a certificate, issued within the preceding seven years, certifying his immunity to smallpox, his successful vaccination or accelerated reaction. Such a prospective employee must also have a medical certificate, issued within the past six months, stating that he is not suffering from a contagious or venereal disease and is not a carrier of germs likely to cause an infection transmissible by food.

The employer is obliged to take precautions to prevent the occurrence or spread of any infectious or contagious disease. He is also responsible for ensuring that the regulations of the Department of Health, or the sub-district board, regarding notifiable disease, are enforced. The employer must bear the cost of disinfection or cleaning for sanitary purposes.

The regulations state that the Minister of Health may require the employer to engage a medical doctor to attend and treat any camp occupant who has a notifiable disease and to take whatever other measures the Minister may consider necessary. The employer is also required to provide a first-aid room and a first-aid kit containing the articles specified.

Saskatchewan Minimum Wage Act

In a new revision of its minimum wage orders, the Saskatchewan Minimum Wage Board replaced its general order—which had set uniform rates throughout the province—by two orders, one applying in the 10 cities of the province and the other governing workers in other areas.

The minimum wage for adult workers in the cities and within a five-mile radius of a city is now $34 a week for full-time work and 90 cents an hour for part-time employment. In the smaller centres, minimum rates remain, as before, $32 a week and 85 cents an hour respectively, depending on the classification of the employees.

Regional differentials have also been restored in some of the special orders. The order for hotels and restaurants has been replaced by two orders, which set the same minima as the general orders. Similarly, there are now two orders for educational institutions, hospitals and nursing homes, instead of one; Order 3 applies in the cities and a five-mile radius, and Order 6 governs employees elsewhere in the province. The new order for amusement places (No. 10) also set higher minimum rates for employees in the cities but left minimum rates for other workers unchanged.

In addition, the Board increased the minimum wage of janitors in residential buildings, and of truck drivers.

The two special orders governing employees in logging and lumbering and in oil well drilling (Orders 9 and 11), and the order requiring employers to furnish employees with earnings statements every payday and on termination of employment (Order 12), were re-issued without change.

The revised orders, which were gazetted June 8 and went into force on July 1, replace orders issued in 1960 (L.G. 1960, p. 286).

Although regional differentials have been restored to some extent, the total coverage of the orders is substantially the same. Together, the two general orders and the nine special orders cover the majority of workers in the province. As before, the principal exemptions are agricultural workers and domestic servants, one difference being that, under the new coverage order (O.C. 940/62), employees in egg hatcheries are not included in the exemption for the agricultural industry.

The following other classes of employees are exempted under the general or special orders: workers employed in boarding or rooming houses; persons employed solely in a managerial capacity; firemen subject to the Fire Departments Platoon Act; registered nurses, student nurses or nursing assistants, and student laboratory or X-ray technicians whose wages and working conditions are fixed by regulations under the Hospital Standards Act; employees of rural municipalities engaged solely in road maintenance work; and persons employed on core drilling rigs or in oil well servicing, or in the geophysical or seismographic survey industry.

Employees engaged in highway construction work outside the boundaries of a city or town, a group previously excluded, will come under the general orders on October 1. On that date also, cooks and "cookees" employed by boarding car contractors or in cook cars operated by highway construction contractors, will be subject to the hotel and restaurant orders (Orders 2 and 5).

In line with former practices, a majority of the orders set weekly rates for full-time employees and hourly rates for part-time workers, with lower minima for employees under 18. Under the two general

orders (Orders 1 and 4), and the four orders governing employees in hotels, restaurants, educational institutions, hospitals and nursing homes (Orders 2, 3, 5, 6), the full-time or weekly rates apply to persons who work 36 or more hours a week and the part-time or hourly rates apply to persons whose normal work week is less than 36 hours. As formerly, these orders also impose a quota on part-time employees, limiting the number of such workers to 25 per cent of the total number of full-time employees.

The order for amusement places (No. 10) defines full-time employees in the same manner as the orders referred to above and, as before, classifies as "part-time" persons those who normally work between 16 and 36 hours a week and as "casual" employees those who work less than 16 hours a week. It does not, however, limit the number of part-time or casual employees.

Under the order for janitors and caretakers in residential buildings (No. 7), the weekly rate applies to employees who regularly work 48 hours a week, and the hourly rate to employees who work less than 48 hours a week.

As indicated above, the two general orders and the special orders for hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, set the same rates. In the cities and within a five-mile radius, the minimum is now $34 a week for full-time employees 18 years and over and $32 for those under 18. In the smaller centres, the corresponding rates are, as before, $32 and $30, respectively.

For part-time employees in the cities and within a five-mile radius (and "casual employees" in amusement places), the rate is now 90 cents an hour for employees 18 years and over and 85 cents for those under 18. In areas other than the cities, the part-time or casual rates remain 85 cents and 80 cents an hour, respectively, for the two age categories.

In addition to the rates described above, special rates are fixed for certain occupations. Full-time drivers of motor vehicles weighing up to 7,500 pounds gross weight must now be paid at least $37 a week in the cities and $35 elsewhere in the province. The part-time rates for drivers in this category are 95 cents and 90 cents an hour, respectively.

The special order for truck drivers, No. 8 (1962), set a minimum of 95 cents an hour or 3 cents a mile, whichever is greater, for persons driving trucks with a gross weight in excess of 7,500 pounds, and a minimum of 95 cents an hour for helpers and swampers. Previously, the general order set a full-time minimum of $35 a week for taxi drivers and for persons driving light delivery trucks (under 2,000 pounds net weight). Under the earlier trucking order, the minimum was 90 cents an hour or 3 cents a mile, whichever was greater, for drivers of trucks over 2,000 pounds net weight, and 90 cents a mile for helpers and swampers.

In the cities, the minimum for full-time messengers has been increased to $24 a week; elsewhere the minimum remains $22 a week. As before, a full-time messenger who provides his own bicycle is entitled to an additional 50 cents a week. For part-time messengers in the cities the minimum rate is now 70 cents an hour, five cents more than in the smaller centres. All part-time messengers who use their own bicycles must, as before, be paid an additional 3 cents an hour.

The minimum for janitors and caretakers in other than residential buildings has been increased to 90 cents an hour in the cities, but remains at 85 cents an hour elsewhere. The revised order for janitors in residential buildings, No. 7, (1962), increased the minimum of full-time employees from $42 to $44 a week and that of part-time janitors from 90 cents to 95 cents an hour.

As formerly, working hours of employees in hotels, restaurants, educational institutions, hospitals and nursing homes must be confined within a 12-hour period. However, it is now provided that such employees may not be required to report more than twice (three times, under the former orders) in the 12-hour period.

The provisions dealing with the three-hour minimum, public holidays, minimum age for employment and deductions are unchanged (L.G. 1960, p. 286).

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit on May 31 number 263,900,* all claimants for regular benefit as seasonal benefit period ended during month. Number was about 23 per cent smaller than the total at end of May last year

Claimants for unemployment insurance benefit numbered 263,900 on May 31. Since the seasonal benefit period came to an end on May 19, the persons in this total were all regular claimants.

The end-of-May figure was nearly 30 per cent below the total of 373,300 regular claimants in April (in addition, 191,200 claimed seasonal benefit in that month), and about 23 per cent below the 341,000 persons who were claiming regular benefit in May last year.

Males accounted for 100,600, or 90 per cent, of the decrease of 109,400 in regular claimants in May.

The proportion of persons on claim for 13 weeks or more on May 31 was 39 per cent, compared with 48 per cent last year. On the other hand, there was an increase in the proportion of those on claim for less than five weeks, from 29 per cent on May 31 last year to 32 per cent on the corresponding date this year. Changes in the distribution of regular claimants by length of period on claim were more pronounced for men than for women.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in May numbered 138,400, which was 40,000, or about 22 per cent, fewer than in April and 24,000, or nearly 15 per cent, fewer than in May last year.

The 93,000 initial claims in May included 35,000 filed by persons who had exhausted benefit and were seeking to reestablish credit. The April total of 122,100 included 53,700 such persons.

Despite the decline in the number of claims processed, from 188,200 in April to 153,500 in May, the number of cases in which claim to benefit was not established rose slightly. This is usual at this season of the year, and is associated with the termination of the seasonal benefit, which makes it necessary for claimants to fulfil the regular requirements in order to qualify.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in May was estimated at 430,300 compared with 556,300 in April and 563,500 in May 1961.

Payments during the month totalled $45,400,000 in comparison with $51,600,000 in April and $58,700,000 in May last year.

The average weekly benefit payment was $23.99 in May, $24.43 in April and $23.68 in May 1961.

The ending of seasonal benefit on May 19 had less effect on the amounts paid out than it had on the number of claimants and claims processed. This is because the week of May 20-26 was the only one in the month in which seasonal benefit was not in force, and it was also the last week covered by May payment data. Seasonal benefit payments thus were made for about three quarters of the month, but the total number of claimants at the end of the month, except for a few special cases, did not include seasonal claimants.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

*See Tables E-1 to E-5 at back of this issue.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May showed that insurance books or contribution cards had been issued to 3,483,401 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

At May 31, registered employers numbered 337,076, an increase of 494 since April 30.

Enforcement Statistics

During May, 11,073 investigations were conducted by enforcement officers across Canada. Of these, 7,078 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 179 were miscellaneous investigations. The remaining 3,816 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 161 cases, 32 against employers and 129 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,324.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in May totalled $26,564,030.77 in May, compared with $23,754,550.44 in April and $26,021,228.93 in May 1961.

Benefits paid in May totalled $45,409,413.89†, compared with $51,656,056.36 in April† and $58,704,100.43 in May 1961.

The balance in the Unemployment Insurance Fund on May 31 was $19,851,162.75†; on April 30 it was $39,147,154.43† and on May 31, 1961 it was $110,051,922.26.

Monthly Report on Operations of the National Employment Service

Placements made by the National Employment Service during June 1962 amounted to some 125,500, of which 86,200 were men and 39,300 were women. Some 6.5 per cent of these placements involved the movement of workers from one local office area to another.

The June placement total exceeded that during the same month last year by 12.6 per cent. This represents a slackening in the rate of year-to-year increase that has been reported over the past several months. Nonetheless, this total exceeded that for any previous June since 1944. Since the NES began operations, there have been only two years, 1944 and 1943, when June placements exceeded those in 1962.

Regionally, the following percentage changes over June 1961 were reported:

Atlantic	+ 7.8
Quebec	+32.0
Ontario	+29.4
Prairie	+ 4.2
Pacific	—28.1

The drop in placements from last June in the Pacific Region was due largely to a decline in placements in agriculture, where weather delayed seasonal employment activity this June.

Cumulative total placements for the first six months of 1962 amounted to some 592,000, higher by 24.1 per cent than the total for the corresponding period in 1961 and by 37.2 per cent than that for 1960. If this pace continues through the remainder of the year, the million mark in placements will be well exceeded for the second consecutive year.

Some 140,900 vacancies were notified to the NES by employers during June, an increase of 9.7 per cent over the figure last June. Most of this increase occurred in vacancies for men, which amounted to 92,300 and were 13.7 per cent higher than in June 1961. Total vacancies notified to NES during the first six months of 1962 amounted to 711,000, much higher than during the same period of any previous year since 1947.

In summary, a large volume of placements continued to be made by the National Employment Service in June. It should be noted, however, that year-over-year comparisons are affected by levels of activity established a year ago.

*These do not necessarily relate to the investigations conducted during this period.

†The figures for April and May of this year are interim figures and are subject to revision.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1958, April 30, 1962

Summary of the Main Facts: The claimant filed a renewal application for benefit at the local office in Winnipeg, Man., on May 25, 1961 and was registered for employment as a sales clerk. She stated that she was last employed as a complex assessor with the [XYZ Department], Winnipeg, at $205 a month, from March 6 to May 23, 1961, when she was laid off because of a work shortage. The employer gave as the reason for the separation: "End of Season."

On July 20, 1961, the claimant signed the following statement:

I have worked part-time at both [the E..... Company] and the [XYZ Department]. As a general rule I work steady from September to the end of January with [the E..... Company] and then start work March 1 until end of May with the [XYZ Department]. I am not working steady during the summer months but I am called from time to time. I am on call to [the E..... Company].

I am employed both as a cashier and sales clerk at [the E..... Company], at $1.05 an hour. With the [XYZ Department] I do complex assessing, at $205 per month.

I am quite satisfied working [seasonally] under these conditions and would not like to change.

I will be willing to take employment, if offered, during the months of June, July and until August 15 under the following conditions:

1. Anywhere in Metropolitan Winnipeg, preferably downtown Winnipeg.

2. Will take employment as a sales clerk or tax assessor. I have not the experience for other work.

3. I will work the hours between 9 a.m. and 5 p.m.

4. I will not work for less than $205 per month.

5. I want to leave this employment prior to August 15, if called to work by [the E..... Company].

The local office commented that the prevailing rate of pay for sales clerks was $30 to $40 per week. On July 28, 1961, the insurance officer disqualified the claimant from receipt of benefit from July 23, 1961 because, as she had restricted her availability to temporary work only and to a wage rate in excess of the prevailing rate in the district, she had failed to prove that she was available for work as required by section 54(2)(a) of the Act.

The claimant appealed to a board of referees on August 9, 1961. In her appeal, she stated:

...The only reason I said I was satisfied working as I am is because I have been getting steady employment for over 9 months and part-time during the summer, and hope to be back on steady in a week or two, but if you have a steady position I would be more than happy to get it instead of going from one place to another.

I have had no holidays for the last 5 years, as I stay at home and wait for calls to go into work. As you will notice, I was on a renewal claim from last summer which I would not even use up this year...

The claimant was present at the hearing of her case in Winnipeg on September 8, 1961. The board, by a majority, dismissed the appeal. The decision reads in part:

The husband is employed with a railway company. The claimant has been employed on a part-time basis with a large store for over 8 years...

At the hearing, the claimant said that she was willing to accept employment during the months of June, July and August, and went on to say that she was quite satisfied with the present arrangement, namely that, during approximately 9 months of the year, she worked at those two types of employment...

In weighing the statement, "...if you have a steady position I would be more than happy to get it instead of going from one place to another," the emphasis should be placed on the words, "if you have." The primary responsibility for obtaining work rests upon the person wanting work, and the responsibility of the Employment Service is secondary.

At the hearing, the claimant was asked whether, during the last 4 years, she had, at any time, sought employment elsewhere than with the store and the [XYZ Department]. The claimant replied "No,...because I would be going back to my former employer." She went on to say that, during those years, the Commission had not offered her any employment.

The claimant appeared before the board and made certain statements. On being questioned, she stated that, if offered full-time employment, she would accept it, and at the going rate of pay. She gave some evidence of attempts to obtain work but her statements on that point were vague.

As stated in CUB 1845 the board has to consider all the statements made by the claimant and decide which ones should be accepted. The majority of the board have no hesitation in reaching the conclusion that the statements made by the claimant on July 20, 1961 are entitled to much more weight than the statements made following the disqualification. The statement of August 9, 1961 is not entitled to much consideration because there the claimant is placing the burden of finding employment upon the Commission. The statements made before the Board were in answer to direct questions; and to the majority of the board, they had all the appearances of an afterthought. There was no clear evidence to show that efforts to obtain work were made before the disqualification...

The dissenting member of the board stated, among other things, that:

...The claimant appeared before the board of referees and stated that, in previous years, she had been able to draw unemployment insurance benefits, without any question as to her eligibility.

The first statement must be considered as an outcome of her previous experience, and cannot be judged separately from that experience. In part she states, "I will be willing to take employment if offered, during the months of June, July and until August 15, under the following conditions." The conditions she outlined were the results of her previous experience.

In reply to questions the claimant stated that she was prepared to work all the year round, and she would accept steady employment. She stated that she had looked for employment herself, had applied by telephone for situations which had been advertised in the daily newspapers. She also stated that she was prepared to accept employment in any field within her ability at the going rate of pay for that employment. She had found difficulty in getting employment because of her inability to do typing and stenographical work.

The appeal must be considered in the light of her realization of the fact that, for the first time in her experience, she might be denied insurance benefits.

The insurance officer ruled as follows, "You have failed to prove that you are available for work, as required by section 54(2)(a) of the Unemployment Insurance Act, in that you are unduly restricting your availability to temporary work only, and to a wage rate in excess of the rate prevailing in the area."

In spite of the content of the letter of appeal, the insurance officer made no change in his decision...

I contend that the decision of the insurance officer is not based on any fact; it is based on assumption that the applicant would refuse proffered employment, an assumption deduced from the first statement made by the claimant.

On the same basis, on the *assumption without proof*, that an applicant would refuse to accept employment, every worker employed in seasonal employment (construction workers, seamen, woodworkers, textile workers, canning plant employees) could be denied benefits.

In view of the fact that the claimant has in [her appeal] and in her statements before the board, shown that she *has* tried to find employment for herself, that she *is* willing to accept steady employment, and that she *is* willing to work for the prevailing rate in any area and occupation, these two statements should carry much greater weight than the original one.

Again, I contend that the decision of the insurance officer is a wrong decision, and that if it were applied, as it could be, to all workers engaged on a seasonal basis, it would be in violation of the fundamental principles of the Unemployment Insurance Act.

In my opinion, the claimant has proved beyond any shadow of doubt that she is available for work.

The claimant appealed to the Umpire on October 7, 1961. Her appeal reads:

I would like to make an appeal to the Umpire, as I do not feel the two referees' findings were just. They have stated in the letter that my husband works for railway, yes, he is just a labourer, stowing freight in the box cars and makes a small wage in which case I am working, otherwise we could not meet the payments on the house.

The two referees also stated that I was placing the burden of finding employment upon the Commission, which, I think, is very unjust. When I found I wasn't getting enough work with [the E ..... Company] I applied elsewhere. I was fortunate to receive a letter from the ..... Government that my application was accepted and to write the examinations for a position. I was ill and ordered to go to the hospital. I didn't want to miss my chance for employment, so I didn't go. Instead I wrote my exams, then the following day I went into the hospital and was operated on that night.

While I was in the hospital, my husband brought me a letter saying I passed my exams and was to be interviewed the next week. I got permission from the doctor to leave the hospital on the morning of the interview and went back to bed. Several weeks later, I was placed with the [XYZ Department]. There I [was still ill] and my supervisor told me more than once I should go home. She didn't know how I could work. Certainly this should show you how badly I wanted to get work.

The two referees also said I was unemployed during June, July and August. I am temporarily unemployed as I go part-time whenever they call me in to [the E Company].

I do not think I abuse my unemployment privileges. This summer I was on a renewal claim from last summer. I do not use up my benefits from one year to another.

I've tried to get work, but all the employers want you to be able to type, which I cannot. That is why I hang on to the two employers I work for as I know I will get steady work for 9 months and part-time the rest of the year.

I think I have been judged unfairly. If this is applied to me why isn't it applied to others who work less than I do but receive benefits most of the year. What about construction workers etc., who work during the summer and fall and collect during the winter and spring months. It seems to me I have been judged unfairly and that somewhere there has been a violation of the fundamental principles of the Insurance Act in my case. Surely my insurance stamps must be just as good as the other fellow's. If not, I think I should have some sort of letter from you people showing my employers that they should not deduct insurance stamps from my pay.

I hope you will reconsider my claim and restore my faith in the Commission. I am sorry I took a little longer in replying as I have been working steady...

Considerations and Conclusions: Availability for work is a question of fact to be considered in the light of the particular circumstances of each case. In the present case, the claimant was disqualified by the insurance officer on the grounds that she had restricted her availability (1) to temporary work only and (2) to a wage rate in excess of the prevailing one in the area.

Regarding (1) above, the established jurisprudence is to the effect that the mere fact that a claimant has a definite engagement to start work at some future date does not mean that he is, in the meantime, not available for work; although he is not available for other continuing or permanent employment, he may be available for short engagements (CUB 1943). This applies particularly in the present case, as the record shows that not only was the claimant willing to accept temporary work "during the months of June, July and until August 15,"

which in a matter of this kind can hardly be considered a short period of time, but also that during that period she, in fact, was on call and worked for one of her regular employers whenever requested to do so.

In connection with the wage rate, the record shows that when the claimant worked as a sales clerk she earned $1.05 an hour, and $205 a month when employed as a tax assessor. The record indicates also that she stated on July 20, 1961 she would "take employment as a sales clerk or tax assessor. . . anywhere in Metropolitan Winnipeg" during the months of June, July and August, and that, in the same statement, she said "I will not work for less than $205 per month." This was not an unduly restrictive condition if the claimant meant, and I believe she did, that such was the salary she would accept as a tax assessor or its equivalent, and not also as a sales clerk even though her statement could be interpreted otherwise.

There are good reasons for giving the claimant the benefit of the doubt in that respect as there was evidence that she was anxious, if possible, to obtain year-round employment. When making her claim for benefit, she had registered for employment as a sales clerk for the period in question, and there is no mention in the record that, at the time of her registration, she insisted on a higher rate of pay than the prevailing one for that type of work. Moreover, as the claimant regularly worked five or six months each year as a sales clerk at $1.05 an hour and, in fact, did so during the period in question, it seems hard to believe that she would suddenly no longer want work at that rate, when the evidence on file clearly shows, in my opinion, that she was "prepared to accept employment within her ability at the going rate of pay" and even was anxious to obtain a year-round position "instead of going from one place to another."

For the above reasons, and also taking into account the sincerity of the claimant's grounds for appeal, I decided to reverse the majority decision of the board of referees and to allow the claimant's appeal.

A matter which carried considerable weight in arriving at my decision is that the disqualification imposed by the insurance officer, in effect, placed the claimant in the unfortunate position that, in order to prove she was available for work, she would have had to give up the certainty of nine months steady employment a year as against the uncertainty of securing a year-round suitable job. Had she taken this alternative and subsequently refused to accept temporary employment from either one of her steady employers, she might then have been subject to a disqualification for having failed to prove that she was unable to obtain suitable employment.

Decision CUB 1991, June 7, 1962

Summary of the Main Facts: The claimant made an initial application for unemployment insurance benefit on February 6, 1962, at the local office of the Unemployment Insurance Commission in Longueuil, Que., and was registered for employment as a stationary engineer. He stated he had voluntarily left his last employment with [a clothing factory], where he had been employed from January 14, 1962 to February 2, 1962, "because I was engaged as a stationary engineer and I had to (work) at any other job [such] as sweeping and I make 60 hours a week, and I was paid for only 58 hours." It seems that his rate of pay was $1.25 an hour.

The employer reported that the claimant's employment had terminated because: "We could not make arrangements with this employee."

On the evidence before him, the insurance officer disqualified the claimant and suspended benefit from February 4, 1962, to March 17, 1962, under section 60(1) of the Act, on the ground that the claimant had, without just cause, voluntarily left his employment.

In answer to a request for comment on the claimant's statement, the employer said there was no contract, but it was understood that when the claimant was hired as a stationary engineer, he would be expected to do some sweeping, because, had the claimant been hired as a stationary engineer only, the company would have been unable to provide him with work on a yearly basis. The employer stated that the claimant worked five days a week from 7.00 p.m. to 7.00 a.m., with a half hour for lunch, that he worked 57½ hours a week and was paid for 58 hours a week at $1.25 an hour, making a total wage of $72.50 a week.

The claimant appealed to a board of referees on March 5, 1962, and explained in detail, among other things, his differences with his foreman regarding the weekly wage he felt he was entitled to.

The claimant also wrote a four-page letter on March 21, 1962, which was submitted to the board of referees at its hearing of the case on March 27, 1962. In this letter, the claimant reiterated that he had protested to the employer that he should be paid for a full 60 hours per week, but without success. The claimant further stated that he felt he was justified in leaving the employment when he had tried to have his grievances adjusted. He referred to his previous

employment record of 17 years with one company and four years with another, and stated he was looking for work with the assistance of the employment office.

The claimant attended the hearing of the board of referees, which, by a majority decision, upheld the decision of the insurance officer. The board expressed the opinion that the claimant should have assured himself of other work before quitting his job, where the difference in question was only $2.50 a week in a total wage of $72.50 a week.

The dissenting member of the board stated: "In my opinion, there was a change of contract of service and the claimant had good reason to leave his job."

The claimant appealed to the Umpire. In his appeal, he stated that he was right in leaving a job where he was not paid for a 60-hour week when he was at the job for 60 hours weekly, and that the two hours per week for which he was not paid amounted to $125 a year, which he could ill afford. He also stated that, under the Stationary Engineers Act of Canada, an engineer is responsible, at all times, for the care and maintenance of high-pressure boilers, and that one could not give proper care while working elsewhere at something else for five hours a night, yet could be held responsible if anything went wrong with the boilers.

An oral hearing was held before the Umpire in Montreal, Que., on May 29, 1962. The claimant was present at the hearing. The Unemployment Insurance Commission was represented by C. Dubuc, its Assistant Legal Adviser.

Considerations and Conclusions: Both in his appeal to the Umpire and during the hearing of his case on May 29, 1962, the claimant stated that the employer required him to leave the high-pressure steam boilers to do several hours sweeping in the plant. He pointed out that as a stationary engineer he could be held responsible if anything happened because of negligence on his part, with the result that his licence could be suspended or cancelled. This evidence was not denied.

Under those circumstances, I consider that the claimant has discharged the onus of proving that he had just cause for voluntarily leaving his employment on February 2, 1962, and I decide to allow his appeal.

Decision CUB 2003, June 18, 1962

Summary of the Main Facts: The claimant, whose home is at White Rock, B.C., filed an initial application for benefit on September 26, 1961, and was registered for employment as a labourer. He had last been employed [in a paper mill] as a labourer from July 26, 1960, to September 13, 1961. His reason for separation reads:

> Left voluntarily—originally took the job on a temporary basis but could not find other work, so stuck to this as long as I could. The work bothered my eyes—I did not like shift work. I have senior matriculation and am looking for office work of some kind.

His rate of pay was $1.94 an hour. In the Confirmation of Separation received from the employer, dated September 27, 1961, it was stated that the claimant had returned to the University of British Columbia.

The insurance officer disqualified the claimant from receipt of benefit on the basis that he had voluntarily left his employment without just cause. He also disqualified him as not available for work while attending the university (sections 60 (1) and 54 (2) (a) of the Act).

On December 5, 1961, the claimant filed a renewal application for benefit, reporting the same employment as on his initial application, but stated therein that he had left that employment to return to the above-mentioned university. He said he would be available for work as of December 9, 1961. The insurance officer notified the claimant, by letter, on December 7, 1961, that the suspension of benefit commencing September 24, 1961, of which he had been previously notified, remained in effect.

The claimant wrote on December 14, 1961, stating: "The last day that it was necessary for me to attend U.B.C. was Monday, December 11. I am available for work from that date till Jan.?"

The local office, on December 18, 1961, wrote the claimant, referring him to his written statement of December 14, 1961, above, and requested information in regard to the following:

1. On what date will you be writing your final exam at U.B.C.?
2. Are you available for employment in the White Rock area only?
3. You are registered for employment as Labour (Veneer), what other types of employment (if any) are you willing to accept?
4. On what date does U.B.C. commence after Xmas holidays?

To this questionnaire, the claimant replied on December 21, 1961, stating he had written his final examination on December 16, 1961, that he was available for work in the White Rock and New Westminster areas, that he was willing to accept any reasonable type of work, pointing out that his main kind of work had been as a paperworker, and that if he returned to university for the second half of the winter session, it would commence on January 5, 1962.

The employment section of the local office, when asked about the opportunities of employment that might be available to the claimant from December 16, 1961, to January 4, 1962, reported: "No opportunities for part-time employment for period mentioned." Other information received disclosed that claimant was again attending university from January 7, 1962. The insurance officer was still of the opinion that the disqualification for non-availability for work effective September 24, 1961, should remain in effect.

On January 14, 1962, the claimant appealed to the board of referees, specifically from the disallowance of his claim from December 17, 1961 to January 7, 1962. He stated he had understood that he had been disqualified as he could not prove he was available for work while attending university, and as no other reasons had been given for disqualification, he failed to see why he was still disqualified, since he had again registered for work including selling or doing postal work anywhere in the New Westminster-White Rock area. Also submitted as evidence was a letter written by the Postmaster at White Rock, B.C., on January 15, 1962, which reads:

This will verify that [Claimant], . . . [by] occupation university student, did apply for work at this office in November in advance of the Xmas rush. [Claimant] has performed extra Xmas service satisfactorily at this office in previous years. He would have been used this year but my requirements had to be on duty by the 14th December. [Claimant] was not through exams in time to meet this deadline.

The claimant's father wrote on January 29, 1962, outlining the financial struggle of the claimant in keeping up his studies at university, and expressed the wish that something could be done to assist his son to collect unemployment insurance benefits during his Christmas holidays.

A board of referees, which heard the case at New Westminster, B.C., on February 15, 1962, by a unanimous decision dismissed the claimant's appeal. The board's decision reads in part:

The claimant did not appear but was represented by [his] father.

Reviewing the submission, and before recording our decision, it seems desirable to emphasize that the whole spirit and intent of the Unemployment Insurance Act is intended to act as a cushion against the hardships incidental to protracted periods of involuntary unemployment. It seems also necessary to point out that the term availability must be interpreted in a practical common sense manner and should not be confused with a claimant's willingness to work.

A university student, such as this claimant, even though he may have established a right to benefit because of the fulfilment of the statutory contribution requirement during his summer vacation, is not really unemployed at all in the sense of that term which permeates the Unemployment Insurance Act and the Regulations thereunder.

In this case, the claimant filed his application for benefit on 5 December, 1961, and the presumption is that he will be returning to his university studies early in the new year. In the intervening period, there would be two holidays, Christmas and New Year. It is highly improbable that an employer would engage the services of such a student, well knowing that his services would be of a temporary character only, and it should be remembered in this connection that the sort of temporary help ordinarily engaged for special Christmas activities would have been so engaged sometime prior to 17 December, 1961.

On behalf of the claimant, [his father] stated that the claimant had written a number of examinations during the month of December 1961, from a desire to discover what progress he was making. It would seem, therefore, that from 5 December to 16 December, 1961, the claimant was preoccupied with his examinations and not available for employment within the meaning of the Act. In this connection we note a letter written by the Postmaster at White Rock in which he states that he could not employ this person after 14 December, 1961.

The Board takes the position further that it is not the purpose of the Unemployment Insurance Act to subsidize a student's education, (if a student's financial position is such that he needs assistance in his educational studies such assistance should come from other sources and not from the Unemployment Insurance Fund) . . .

The Board also used the opportunity to read Umpire's decision No. 1189 to [claimant's father] in order that he might understand the basis upon which the insurance officer had reached his decision and which must also be a guide to our consideration of this case . . .

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire mainly on the grounds that there was an inconsistency between the board's finding that it was not the purpose of the Unemployment Insurance Act to subsidize a student's education, and that the Commission "advertises to put unemployed through vocational training." He stated also that he knew of students who were considered available for work and were receiving unemployment benefits during the Christmas holiday period, and that in his own case, he had been available for work from December 11, 1961, to January 5, 1962, except for the day of December 16, 1961, a Saturday, on which date he wrote a compulsory examination.

Considerations and Conclusions: Availability for work is a question of fact to be examined in the light of the particular circumstances of each case, and, as a general rule, a claimant's availability for work, is conditional (1) on his willingnes to accept work, and (2) on his prospects of obtaining employment of the kind he is willing to accept.

In the present case, the claimant's willingness to work is unquestionable. However, there is evidence that the employment which he would have taken and, in fact, could accept, would have to be, because of his probable return to the university on January 5, 1962, of very short duration. The board of referees, after considering this latter-mentioned aspect and having in mind the conditions of the local labour market, unanimously found, as a fact, that it was "highly improbable that an employer would engage the services of such a student well knowing that his services would be of a temporary character only. . ."

As the evidence which is before me is the same as that which was before the board of referees, I decide to dismiss the claimant's appeal.

Conciliation Proceedings

(*Continued from page 951*)

7. Baton Aldred Rogers Broadcasting Limited (CFTO-TV), Agincourt, Ont., and Motion Picture Studio Production Technicians, Local 873, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (L.G., June, p. 655).

8. Buntain Bell and Co. Ltd., J. A. Gormley (Stevedoring Service) and Horace B. Willis Ltd., and Labourers Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove) (L.G., Sept. 1961, p. 921).

Conciliation Board Appointed

Sydney and Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (L.G., May, p. 533).

Settlement Reached following Board Procedure

Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 534).

Dispute Lapsed

CKSO Radio Limited, Sudbury, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., July, p. 836). Withdrawal of conciliation services granted on request of union.

The Seventh World Congress of the International Confederation of Free Trade Unions, held in West Berlin, on July 11 called for the adoption of a "world-wide employment policy."

Clas Erik Odhner of Sweden, in presenting the program to the Congress, criticized several Western countries for failure to meet the unemployment problem. He said the "strange aversion" of the U.S. to state planning and investments was an important factor in producing recessions in that country.

AFL-CIO President George Meany told the Congress that neutralism and free trade unionism were incompatible. The meeting unions could not be neutral when they were so close to hundreds of thousands of workers, many of whom were willing to risk their lives to cross the barrier into West Berlin. In his formal report, he termed the United Nations irreplaceable as a forum, and stressed that free labour was determined to save the UN.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 260 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 171 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 248 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	170	$960,388.00
Post Office	5	38,991.00
Royal Canadian Mounted Police	1	2,308.40

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during June

During June the sum of $8,211.21 was collected from 15 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 124 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Nappan N S: MacDougall Construction Co Ltd, addition to Research Piggery, Experimental Farm.

Atomic Energy of Canada Limited

Deep River Ont: M J Sulphur & Sons Ltd, subdivision services for blocks XX & MM. *Whiteshell Man:* Malcolm Construction Co Ltd, construction of research & development bldg, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Oshawa Ont: Abbotsford Homes Ltd, construction of 42 housing units (FP 1/58). *Sarnia Ont:* Cardinal Painting & Decorating Co, exterior painting of houses, Projects Nos. 2 & 8. *Toronto Ont:* Dell Construction Co Ltd, construction of 230 housing units (FP 9/59), Warden Ave.

In addition, this Corporation awarded five contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Six Nations Indian Agency Ont: Gar-Jon Construction Ltd, construction of bridge over McKenzie Creek, Six Nations IR.

Defence Construction (1951) Limited

Dartmouth N S: Community Enterprises Ltd, supply & erection of steel maintenance hangar, HMCS *Shearwater. Halifax N S:* Fundy Construction Co Ltd, construction of timber cribwork shore protection, Osborne Head Gunnery Range; Universal Electric, renewal of electrical services, Jetty No 2, HMC Dockyard. *Chatham N B:* E J Ludford Line Construction Ltd, ceilometer & transmissometer installation, RCAF Station. *Trenton Ont:* B & B Cable Service Ltd, ceilometer & transmissometer installation, RCAF Station. *Cold Lake Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of liquid & gaseous oxygen storage bldg & GCA bldg, RCAF Station. *Namao Alta:* McNamara Construction Western Ltd, reconstruction of concrete aircraft parking apron, RCAF Station. *Colwood B C:* W R Menzies & Co Ltd, installation of steam distribution system, RCN. *Various locations:* Nine contracts in the restricted category.

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Building and Maintenance

Summerside P E I: Leonard Roofers & Metal Works, re-roofing of five hangars, RCAF Station. *Halifax N S:* Banfield & Miles, exterior painting of various bldgs. *Camp Gagetown N B:* Phillips Contracting Ltd, construction of parking area; Dexter Construction Co Ltd, resurfacing "D" zone, parade square. *Valcartier Que:* Dependable Painting Ltd, interior & exterior painting of bldgs, Camp. *Barriefield Ont:* Kingston Decorating Ltd, exterior painting of 12 bldgs, Vimy Barracks; Conniston Construction Co Ltd, construction of gatehouse & supporting services. *Centralia Ont:* Lavis Contracting Co Ltd, application of asphalt pavement overlay, RCAF Station. *Kingston Ont:* T A Andre & Sons Ltd, alterations to boiler room, Yeo Hall, RMC. *Shilo Man:* Rowland Claydon & Co Ltd, construction of converter bldg & electrical alterations for bldg N-118, Camp. *Winnipeg Man:* Walter Wray Ltd, supply & installation of 745 metal windows, RCAF Station. *Calgary Alta:* Taylor Decorating Ltd, exterior painting of bldgs, Currie Barracks. *Wainwright Alta:* Shaw Construction Co Ltd, crushing & stockpiling 12,500 cu yds of gravel.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Summerside P E I: Curran & Briggs Ltd, repairs to roads & parking areas, RCAF Station; Curran & Briggs Ltd, repairs to aerodrome pavements, RCAF Station. *Cornwallis N S:* A L Parelman Ltd, application of roofing shingles at various locations, HMCS *Cornwallis. Greenwood N S:* Municipal Spraying & Contracting Ltd, repair to wartime hangars line ramp, RCAF Station; Municipal Spraying & Contracting Ltd, repair of roads, RCAF Station; M L Foster, repainting runway markings, RCAF Station. *Gagetown N B:* Weyman Construction Co Ltd, acoustic treatment to unit drill hall bldg D-15, Camp. *Farnham Que:* Desourdy Frere Ltee, construction of recreation hall. *Centralia Ont:* Karl Dudek, exterior painting of station bldgs, RCAF Station. *Foymount Ont:* Smiths Construction Co Ltd, paving of roads, RCAF Station. *Hamilton Ont:* W Ford Construction Ltd, extension of handrails & repairs to stairs, James St Armoury. *Ipperwash Ont:* Cardinal Painting & Decorating Co Ltd, exterior & interior painting & carpentry repairs to various bldgs, Military Camp. *Ottawa Ont:* Dibblee Construction Co Ltd, paving of roads, Connaught Rifle Ranges; Dominion Steel & Coal Corp Ltd, installation of fence, Connaught Rifle Ranges; O'Leary's (1956) Ltd, road repairs, RCAF Station, Rockcliffe. *Uplands Ont:* L Mongeon & Son, installation of roof at 208 Workshop, RCEME. *Dauphin Man:* Metal Industries Ltd, repairs & replacement of furnace, Armoury. *Rivers Man:* Zenith Paving Ltd, resurfacing runways & overshoot areas, CJATC Camp. *Shilo Man:* H G Hay Decorating Co, interior painting of Bldg T-100, Military Camp; Brandon Asphalt Paving Ltd, regrading, shaping & sealcoating of access road to Military Camp. *Saskatoon Sask:* Thode Construction Ltd, paving of parking lot, RCAF Station. *Cold Lake Alta:* Everall Engineering Ltd, road repairs, RCAF Station. *Wainwright Alta:* Poole Construction Co Ltd, repair of Battle River diversion structure, Camp. *Belmont Park B C:* C D Johnston, repainting exterior of 53 residences in "A" & "B" blocks; C D Johnston, repainting exterior of 52 residences in "V", "W", "XS" & "Y" blocks; C D Johnston, repainting exterior of 42 residences in "S", "RN", & "RS" blocks. *Esquimalt B C:* Old Country Industrial Contractors Ltd, exterior painting of bldgs & railings of parade ground, HMCS *Naden;* K J Howe, exterior painting of five bldgs, HMCS *Naden.*

In addition, this Department awarded 171 contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: Munck Ltd, construction & installation of telescoping on Shed 21. *Saint John N B:* Richards-Wilcox Canadian Co Ltd, replacement of dockside doors, Shed 8. *Montreal Que:* Canadian Locomotive Co Ltd, supply & installation of railroad track scale; Charles Duranceau Ltee, construction of viaduct & connected works at Wellington Street near May Avenue for Section 1A, Champlain Bridge.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: R H Rankin Construction, construction of toilet & shower bldg, New London Campground & toilet bldg, Brackley Beach. *Cape Breton Highlands National Park N S:* M R Chappell Ltd, construction of laundry bldg & entrance kiosk at Broad Cove Campground; J W Rudderham Ltd, mechanical & electrical installations for water supply system, Broad Cove Campground. *Louisburg N S:* Dominion

Structural Steel Division, Canada Iron Foundries Ltd, erection of structural steel for Administration Bldg, Fortress Restoration Program. *Prince Albert National Park Sask:* Pidskalney & Paulsen Construction Ltd, construction of marina.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Department of Public Works

Portugal Cove South Nfld: Benson Builders Ltd, breakwater repairs. *Pushthrough Nfld:* Avalon Construction & Engineering Ltd, wharf reconstruction. *Rocky Harbour Nfld:* Avalon Construction & Engineering Ltd, wharf extension. *St John's Nfld:* Fred A Down, alterations to Fisheries Cold Storage Bldg. *Upper Island Cove Nfld:* Wm O'Reilly, wharf reconstruction. *Graham's Pond P E I:* Colin R MacDonald Ltd, improvements (landing extension & deck repairs). *Higgins Shore P E I:* Ralph Ford, wharf repairs. *Naufrage P E I:* Edward MacCallum, breakwater extension. *Poverty Beach P E I:* L E Wellner, Jr, landing extension. *Savage Harbour P E I:* Douglas & MacEwen Construction Co, repairs to entrance channel pier. *Digby N S:* C & M Products Ltd, harbour improvements, fire protection (installation of fire hydrants). *Stoney Island N S:* R A Douglas Ltd, breakwater construction. *Dalhousie N B:* Alford Bros Construction Co Ltd, harbour improvements. *Little Cape N B:* Leo LeBlanc, construction of haul-out slip. *Petitcodiac N B:* MacPherson Builders Ltd, construction of post office bldg. *Point Sapin N B:* Gerard Johnson, construction of haul-out slip. *Port Elgin N B:* MacPherson Builders Ltd, construction of federal bldg. *Brion Island M I Que:* Les Entreprises de Fatima Ltee, repairs to slipway. *Cap aux Meules Que:* Gulf Maritime Construction Ltd, breakwater repairs & enlargement. *Cap Chat Que:* McMullen & Gagnon Inc, wharf improvements. *Etang du Nord M I Que:* La Cie de Construction Arseneau, wharf repairs. *Les Mechins Que:* Roger Boudreau, wharf repairs. *New Carlisle Que:* Cecil H Beebe, wharf repairs. *Quebec Que:* Laverendrye Construction Ltee, construction of UIC Bldg; Maurice Laverdiere, alterations, Upper Town Post Office, 3 Buade St. *St Augustin Que:* Landry Construction Inc, construction of landing pier. *Ste Croix Que:* Plessis Construction, construction of protection works. *St Ferdinand Que:* Conrad Lessard Ltee, construction of post office bldg. *St Jean I O Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall. *St Laurent I O Que:* Travaux St Laurent Enrg, construction of retaining wall. *St Michel de Bellechasse Que:* Noel Grenier, construction of protection wall. *St Pierre les Becquets Que:* Maurice Maillot, construction of protection works. *St Vallier Que:* Gaumond et Freres, construction of protection wall. *Amherstburg Ont:* Dean Construction Co Ltd, construction of retaining wall. *Arnprior Ont:* Able Construction Co Ltd, construction of federal bldg. *Barry's Bay Ont:* R G Reinke Sons Ltd, addition, alterations & repairs to post office bldg. *Belle River Ont:* George L Dillon Construction Ltd, reconstruction of training wall. *Dault's Bay Ont:* MacDonald & Sykes Ltd, wharf repairs. *Elk Lake Ont:* P M Lechlitner, wharf repairs. *Gull Lake (Gravenhurst) Ont:* Barway Marine, wharf repairs. *Cook Bay (Lake Simcoe) Ont:* Weller Tree Experts, harbour improvements at entrance of Jersey River. *Manitowaning Ont:* R Bryant Construction, construction of federal bldg. *New Liskeard Ont:* Tri-Town, alterations to federal bldg. *Ottawa Ont:* Canadian Comstock Co Ltd, addition to ventilation systems, Post Office Headquarters Bldgs, Confederation Heights; John Shore Construction Ltd, alterations & additions to RCMP Headquarters bldg, "S" Directorate & "A" Division; Louis G Fortin Construction, alterations, Kent-Albert Bldg, Kent St; Capital Enterprises, alterations in certain area of Confederation Bldg, Wellington St (Job "B"); Capital Enterprises, alterations to Geological Bldg, 601 Booth St. *Sarnia Ont:* Con-Bridge Ltd, construction of wharf extension. *Toronto (Don Mills) Ont:* Wembley Construction Co Ltd, construction of Trade & Commerce Bldg, Coldwater Road & Leslie Street; Wilson Cartage, removal of ashes, garbage & waste paper from federal bldgs. *Windsor Ont:* Scott Electrical Contractors Ltd, installation of fire alarm system in Income Tax Bldg. *Prince Albert Sask:* H A Hawksworth, replacement of windows on second floor, federal bldg. *Swift Current Sask:* MacWilliam Construction Co Ltd, construction of agricultural research laboratory & administration bldg. *Raymond Alta:* Getkate Masonry Construction Ltd, construction of post office bldg. *Glacier National Park B C:* Poole Construction Co Ltd, construction of commemorative monument, Rogers Pass, Trans-Canada Highway. *Hospital Bay B C:* Greenlees Piledriving Co Ltd, harbour improvements. *Quesnel B C:* Thompson Construction Co Ltd, alterations to federal bldg. *Salmon Arm B C:* Thomas Stubbins & Sons, construction of RCMP detachment quarters & garage. *Tofino B C:* Tom Gibson Contracting, harbour improvements. *Vancouver B C:* Bennett & White Construction Co Ltd, construction of Standards Bldg for Dept of Trade & Commerce; Peterson & Cowan Elevator Co Ltd, repair of escalator units, general Post Office, 349 West Georgia St; R D Bristowe &

Associates, cleaning & external repairs to Customs House. *Victoria B C:* Pacific Piledriving Co Ltd, harbour repairs. *Flatt Creek-Eagle Plain Y T:* Pembina River Construction Ltd, repairs & maintenance to Development Road, Mile O-76. *Whitehorse Y T:* Whitehorse Painting & Decorating, interior painting of 34 units, Valleyview Housing; Conniston Construction Co Ltd, landscaping & construction of sidewalks & driveways, federal housing.

In addition, this Department awarded 66 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Brossard Que: Payette Construction Ltd, reclamation & protection of Sylga & Lefebvre property. *Cornwall Ont:* Fernand Halle, landscaping, North of Seventh St, Cornwall North Channel Bridge; Fernand Halle, landscaping, Second St to Seventh St, Cornwall North Channel Bridge; Fernand Halle, landscaping, Cornwall Island, Cornwall North Channel Bridge. *St Catharines Ont:* Bridge & Tank Co of Canada Ltd, supply, installation & adjustment of mitring guides for mitre gates, Welland Canal; Frost Steel & Wire Co Ltd, supply & installation of chain link fence at Locks 2, 4, 6 & 8, Welland Canal.

Department of Transport

Keppel Island Nfld: Avalon Construction & Engineering Ltd, construction of dwelling. *Powles Head Nfld:* S J Clark, construction of two dwellings, fog alarm & storage shed. *Halifax N S:* E J Ludford Line Construction Ltd, installation of lighting for access & service roads & cable system for fire alarm purposes, International Airport; Capital Window Cleaners Ltd, interior cleaning of Air Terminal Bldg, International Airport. *Jordan Bay N S:* Wm E Smith, construction of two dwellings. *Alma N B:* Judson E Kelly, construction of two dwellings. *Fredericton N B:* Diamond Construction (1961) Ltd, surface treatment of parking apron, Airport. *Cartierville Que:* G M Gest Contractors Ltd, installation of traffic lights & warning signs on Bois Franc Road, Airport. *Greenly Island Que:* Roger Gagne & Gerard Gauthier, construction of dwelling. *Port Harrison Que:* J M Fuller Ltd, renovation of dwellings. *Prince Shoal Que:* Janin Construction Ltd, construction of pier & superstructure for lighthouse. *Rouyn Que:* Betteridge-Smith Construction Co Ltd, construction of NDB Bldg & associated work. *Moosonee Ont:* J M Fuller Ltd, installation of primary power cables to NDB. *Ottawa Ont:* Stanley Sulpher Construction Co Ltd, construction of power house & emergency plant for Greenbank Rd Transmitter Station; Sanco Ltd, interior cleaning of Air Terminal Bldg, International Airport. *Flin Flon Man:* Plains City Electric Co Ltd, installation of LI approach lighting, runway 17, Airport. *Winnipeg Man:* McNamara Construction of Ontario Ltd, construction of aircraft parking apron & related taxiways, International Airport. *Saskatoon Sask:* Jim Patrick Ltd, clearing, stumping, grubbing, grading, gravelling, fencing & related work at Localizer 14-32 site, Airport. *Calgary Alta:* Standard Gravel & Surfacing of Canada Ltd, extension of runway 16-34, etc, Airport. *Edmonton Alta:* McCormick Electric Ltd, relocation of glide path bldg, runway 33 & related work at Municipal Airport; Caledonia Electric Ltd, electrical installations, runways 19 & 29, International Airport. *Lethbridge Alta:* Kenwood Engineering Construction Ltd, replacement of glide path bldg on runway 05 & related work, Airport. *Abbotsford B C:* Deitcher's Construction, construction of emergency powerhouse & related work. *Victoria B C:* John Laing & Son (Canada) Ltd, construction of aircraft parking apron, International Airport.

In addition, this Department awarded four contracts containing the General Fair Wages Clause.

Housing starts in urban centres of 5,000 population and over during the first half of 1962 totalled 41,237, an increase of 3.4 per cent over the 39,873 starts in the first half of 1961, reports the Central Mortgage and Housing Corporation.

Dwelling units for which NHA loans were approved during the first half of this year declined by 19.9 per cent to 26,720 from 33,378 units in the first half of 1961.

Actual completions during the first half of 1962 totalled 39,128, an increase of 13.2 per cent over the 34,562 figure for the first half of 1961.

PRICES AND THE COST OF LIVING

Consumer Price Index, July 1962

The consumer price index (1949=100) rose 0.4 per cent from 130.5 to 131.0 between June and July largely as a result of an increase in the food index. The housing, transportation, health and personal care, and recreation and reading indexes were also at higher levels. The clothing index declined, however, and the tobacco and alcohol index was unchanged.*

The index one year earlier was 129.0.

The food index rose 1.1 per cent from 125.6 to 127.0, reflecting price increases for most fresh and cured meats, especially pork and chicken. Beef prices continued to rise. Prices were also higher for eggs, flour, coffee, grapefruit, apples, canned fruits and most fresh vegetables, particularly potatoes and tomatoes. Prices were lower for margarine, powdered skim milk, oranges, bananas, grapes, cabbage and lettuce.

The housing index increased 0.1 per cent from 134.9 to 135.1 as both the shelter and household operation components moved to slightly higher levels. In shelter, both rent and home-ownership were up. In household operation, fuel and lighting, floor coverings, textiles, utensils and equipment and household supplies moved up. Furniture prices were unchanged and appliance prices somewhat lower.

The clothing index declined 0.2 per cent from 113.1 to 112.9 as a result of sale prices for men's, women's and children's wear and piece goods.

The transportation index increased 0.2 per cent from 140.4 to 140.7 as a result of higher prices for both domestic and imported passenger cars. Gasoline prices declined slightly.

The health and personal care index was up 0.1 per cent from 158.2 to 158.4 due to price increases for toilet soap and men's haircuts.

The recreation and reading index increased 0.5 per cent from 147.0 to 147.8 due to a rise in the reading component as a result of price increases for newspapers and imported magazines. The recreation component remained unchanged.

The tobacco and alcohol index remained unchanged at its May and June levels of 117.9.

* *See* Table F-1 at back of book.

Group indexes in July 1961 were: food 124.9, housing 132.9, clothing 112.2, transportation 138.7, health and personal care 155.1, recreation and reading 145.0, and tobacco and alcohol 115.8.

City Consumer Price Indexes, June 1962

Consumer price indexes (1949=100) rose in nine of the ten regional cities between May and June.* Increases ranged from 0.1 per cent in Saint John to 0.5 per cent in Toronto. The St. John's index declined 0.2 per cent.

Food indexes were up in all cities except St. John's. Housing indexes rose in six cities, declined in one and remained unchanged in three. Clothing indexes increased in six cities, decreased in three and remained unchanged in the remaining city. The index for transportation rose in five cities, declined in two and held steady in three. Indexes for health and personal care were up in seven cities and down in three. Recreation and reading indexes were unchanged in six cities, rose in three cities and declined in the remaining city. Tobacco and alcohol indexes were unchanged in all ten regional cities.

Regional consumer price index point changes between May and June were as follows: Toronto +0.6 to 132.3; Ottawa +0.5 to 131.7; Saskatoon-Regina +0.5 to 127.4; Halifax +0.4 to 129.6; Winnipeg +0.4 to 129.1; Edmonton-Calgary +0.4 to 125.9; Montreal +0.3 to 130.5; Vancouver +0.3 to 129.4; Saint John +0.1 to 130.9; St. John's −0.2 to 117.4†.

Wholesale Price Index, June 1962

The general wholesale index (1935-39=100) rose to 240.3 in June, up 0.5 per cent from the May index of 239.1 and 3.8 per cent above the June 1961 index of 231.4. Five major group indexes increased while three declined.

The animal products group index rose 2.4 per cent to 260.5 from 254.4. A rise of 1.0 per cent to 241.9 from 239.6 took place in the textile products group index. The chemical products group index moved up

* *See* Table F-2 at back of book.

† On base June 1951=100.

0.5 per cent to 191.3 from 190.4, the wood products group index advanced 0.3 per cent to 318.0 from 317.0, and the non-metallic minerals products group index increased slightly to 188.4 from 188.1.

The non-ferrous metals products group index moved down 0.3 per cent to 193.7 from 194.8, the vegetable products group index declined 0.3 per cent to 211.9 from 212.5 and the iron products group index eased 0.3 per cent to 256.1 from 256.9.

The residential building material price index (1935-39=100) moved up from 295.8 to 296.6 betweent May and June. On the 1949 base, the index changed from 129.7 to 130.1.

The index of non-residential building material prices (1949=100) remained steady at 131.6.

U.S. Consumer Price Index, June 1962

The United States consumer price index (1957-59=100) rose to 105.3, a record, at mid-June; the May index was 105.2. The 0.1-per-cent increase from May was attributable to a seasonal rise in food prices.

The index has risen 1.3 per cent since June 1961.

British Index of Retail Prices, May 1962

The British index of retail prices (Jan. 16, 1962=100) rose from 101.9 to 102.2 between mid-April and mid-May. The increase was attributable mainly to a 0.5-per-cent rise in the food index because of the imposition of a purchase tax on confectionery and price increases in potatoes, tomatoes, mutton and lamb, only partly offset by reductions in prices of other fresh vegetables, fresh fruit and bacon.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 166

Accident Prevention

The following eight pamphlets were issued by the British Ministry of Labour in London between 1958 and 1961 and published by HMSO:

1. *Canteens and Messrooms for Small Factories.* Pp. 48.

2. *Cloakroom Accommodation and Washing Facilities in Factories.* Pp. 32.

3. *Fire Fighting in Factories.* Pp. 43.

4. *Ionising Radiations: Precautions for Industrial Users.* Pp. 63.

5. *Radioactive Markers in Go-Devils: Safety Precautions.* Pp. [13].

6. *Safety in Building Operations, Roofing.* Pp. 12.

7. *Safety in the Use of Abrasive Wheels.* Pp. 64.

8. *Toxic Substances in Factory Atmospheres.* Pp. 12.

Annual Reports

9. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twentieth Annual Report, Fiscal Year ending March 31, 1961.* Ottawa, Queen's Printer, 1961. Pp. 48.

10. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1962.* London, HMSO, 1962. Pp. 59.

11. MANITOBA. DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report for Period ending March 31st, 1961.* Winnipeg, 1962. Pp. 51.

12. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-third Annual Report, 1961.* St. John, 1962. Pp. 38.

Arbitration, Industrial

13. BEATTY, MARION. *Labor-Management Arbitration Manual.* New York, E. E. Eppler, 1960. Pp. 186.

A step-by-step guide for anyone who has to handle a case before an arbitrator or arbitration board. Tells about selecting arbitrators, expenses of arbitration, preparing and presenting the case, the applicability of legal rules, grievance procedure and mediation and conciliation.

14. CARROTHERS, ALFRED WILLIAM ROOKE. *Labour Arbitration in Canada; a Study of the Law and Practice relating to the Arbitration of Grievance Disputes in Industrial Relations in Common Law, Canada.* Toronto, Butterworths, 1961. Pp. 204.

"The object of this study is to describe and evaluate arbitration as a method of settling grievance disputes in labour-management relations."

Biographies

15. Dwarkadas, Kanji. *Forty-five Years with Labour.* New York, Asia Publishing House, 1962. Pp. 315.

The author has spent 45 years as a worker and personnel officer in the textile industry in India. He describes working conditions in the textile industry and tells of his efforts to improve workers' housing.

16. Foulser, George. *Seaman's Voice.* London, MacGibbon & Kee, 1961. Pp. 192.

Autobiography of a British sailor.

Economic Development

17. Kuznets, Simon Smith. *Six Lectures on Economic Growth.* Glencoe, Ill., Free Press, [1960, c1959]. Pp. 122.

Each lecture contains two papers. Contents range from The Meaning and Measurement of Economic Growth to Knowledge and Policy.

18. Robertson, (Sir) Dennis Holme. *Growth, Wages, Money.* Cambridge [Eng.] University Press, 1961. Pp. [64].

Three lectures given at Cambridge University by that university's Emeritus Professor of Political Economy.

Finance

19. McIvor, Russel Craig. *Canadian Monetary, Banking, and Fiscal Development.* Toronto, Macmillan, 1958. Pp. 263.

A history of monetary and banking development from the days of New France till the present. Touches on war finance during the First and Second World Wars, the depression period and the introduction of central banking, social credit in Alberta, and post-war monetary and fiscal policy.

20. Tower, Ralph Burnett. *A Handbook of Small Business Finance.* 5th ed. Rev. by Staff Members of the Small Business Administration. Washington, U.S. Small Business Administration, 1961. Pp. 81.

Provides information on the financial operations of small business.

Industrial Relations

21. Chicago. University. Graduate School of Business. *The Structure of Collective Bargaining; Problems and Perspectives; Proceedings of a Seminar sponsored by Graduate School of Business, University of Chicago, and the McKinsey Foundation.* Edited by Arnold R. Weber. [New York], Free Press of Glencoe, [1961]. Pp. 380.

Examines developments in collective bargaining. Includes studies of collective bargaining in the steel, meat packing, chemical, air transportation, and construction industries, and an analysis of public policy on collective bargaining.

22. U.S. Congress. House. Committee on Education and Labor. *Construction Site Picketing. Hearings before the General Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session on H. R. 2955 and Various Bills to amend Section 8(b) (4) of the National Labor Relations Act, as amended . . .* Washington, GPO, 1961. Pp. 326.

Hearings held April 17-25, 1961. The General Subcommittee on Labor discussed legislation which would reverse the Supreme Court decision on the Denver Building Trades case, where the Supreme Court ruled that the Denver Building Trades Council had violated the secondary boycott provisions of the Labor-Management Relations Act by picketing a construction job where the contractor had employed a non-union electrical subcontractor.

23. U.S. Congress. House. Committee on Education and Labor. *Labor-Management Irregularities: Investigation of Discrimination in Employment and Irregularities in the Field of Labor-Management Relations. Hearing before the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session. Hearings held in New York, N.Y., June 3 and 24, 1961.* Washington, GPO, 1961. Pp. 104.

These hearings deal with alleged discrimination in employment, migratory labour, and alleged unfair labour practices by unions.

Labour Organization

24. Campaigne, Jameson G. *Check-off; Labor Bosses and Working Men.* Chicago, H. Regnery Co., 1961. Pp. 248.

The author, an American newspaper editor, advocates the abolition of compulsory check-off and of compulsory union membership in the U.S. He alleges that certain American labour leaders are too powerful.

25. Pound, Roscoe. *Labor Unions and the Concept of Public Service.* Washington, American Enterprise Association, 1959. Pp. 63.

The author, former Dean and Professor Emeritus of the Harvard University Law School, recommends that labour unions should be subject to duties and responsibilities under law and should not be immune.

Labouring Classes

26. Canada. Department of Labour. Economics and Research Branch. *Office Occupations.* Ottawa, Queen's Printer, 1960. Pp. 64.

Contains job descriptions of different office workers.

27. Cheit, Earl Frank. *Injury and Recovery in the Course of Employment.* New York, Wiley, 1961. Pp. 377.

The author discusses how well workmen's compensation in the U.S. succeeds in: "1. Restoring economic losses due to occupational

disability and death. 2. Providing medical care. 3. Returning injured workers to their jobs."

28. Great Britain. Central Office of Information. Reference Division. *Labour Relations and Conditions of Work in Britain.* Rev. March 1962. London, 1962. Pp. 45.

Contents: Pay, Hours and Holidays. Safety. Health and Welfare. Industrial Relations. Human Relations at the Work Place.

29. International Labour Office. *Vocational Training.* Fourth item on the agenda. Geneva, 1961-1962. 2 volumes.

At head of title: International Labour Conference. 46th session, Geneva, 1962. Volume 1 contains a proposed Recommendation concerning vocational training. Volume 2 contains a summary and brief analysis of the replies of 67 member governments as well as English and French versions of the proposed text to be considered at the 46th session.

30. Ohio. Division of Women and Minors and Minimum Wage. *The Employment of Youth in Ohio Industry: Education, Occupation, Injuries, 1955-1960.* Columbus, Dept. of Industrial Relations, Division of Women and Minors and Minimum Wage, Division of Labor Statistics, 1961. Pp. 96.

31. Senesh, Lawrence. *Our Labor Force: Workers, Wages and Unions,* by Lawrence Senesh and Barbara Warne Newell. Harry Negley, consultant. Minneapolis, Curriculum Resources, c1961. Pp. 84.

"...Presents the role of manpower in the American economy: the factors which have contributed to the growth and composition of the [U.S.] labor force; the role of the market, organized labor, and government in determining wages and working conditions."

32. U.S. Bureau of Labor Standards. *Labor Offices in the United States and Canada.* November 1961. Washintgon, GPO, 1962. Pp. 57.

Management

33. Argyris, Chris. *Understanding Organizational Behavior.* Homewood, Ill., Dorsey Press, 1960. Pp. 179.

Written for the social scientist studying behavior in an organization. Tells how to carry out an interview, what kind of questions to ask and what not to ask, and how to analyse the information received, etc.

34. Dalziel, Stuart. *The Human Implications of Work Study; the Case of Pakitt Ltd.,* by Stuart Dalziel and Lisl Klein. Stevenage, Eng., Human Sciences Unit, Warren Spring Laboratory, 1960. Pp. 81.

A case study which describes what happened to one company that called in a management consultant firm to help improve productivjty by the introduction of work study.

Research, Industrial

35. Great Britain. Department of Scientific and Industrial Research. *Research for Industry; a Report on Work done by Industrial Research Associations in the Government Scheme, 1960.* London, HMSO, 1961 [i.e., 1962]. Pp. 148.

36. U.S. National Science Foundation. *Publication of Basic Research Findings in Industry, 1957-59.* Washington, GPO, 1961. Pp. 43.

Unemployment

37. International Labour Office. *Employment Objectives in Economic Development; Report of a Meeting of Experts.* Geneva, 1961. Pp. 255.

Deals with unemployment and underemployment. Includes case studies of employment problems and policies in Brazil, Ghana, India, Italy, Japan, the Philippines, Poland and Egypt.

38. Malisoff, Harry. *The Insurance Character of Unemployment Insurance.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1961. Pp. 44.

Analyses the mixture of insurance and welfare in unemployment insurance and considers how the dominant insurance character can be maintained while the unemployment exigencies keep changing.

39. U.S. Bureau of Labor Statistics. *Unemployment: Terminology, Measurement, and Analysis.* [*Study Papers prepared for*] *Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States.* Washington, GPO, 1961. Pp. 113.

Contains three Study Papers: 1. Unemployment Terminology and Classification. 2. Some Alternative Indexes of Employment and Unemployment. 3. Unemployment in the Early 1960's.

40. U.S. Congress. Joint Economic Committee. *Employment and Unemployment. Hearings before the Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States, Eighty-seventh Congress, First Session, pursuant to Sec. 5 (a) of Public Law 304, 79th Congress. December 18, 19, 20, 1961.* Washington, GPO, 1962. Pp. 399.

The Subcommittee considered three questions, in particular: 1. Are statistics on employment and unemployment adequate in concept, coverage, consistency, accuracy, and amount of detail? 2. What has caused the high rate of unemployment? 3. What should be the public and private policies for dealing with employment and unemployment over the next couple of years?

41. U.S. Congress. Joint Economic Committee. *Higher Unemployment Rates, 1957-60: Structural Transformation or Inadequate Demand.* [*A Study Paper prepared for the*] *Subcommittee on Economic Statistics.* Washington, GPO, 1961. Pp. 79.

At head of title: 87th Cong. 1st sess. Joint Committee print. An analysis of the reasons for the higher unemployment rates in the 1957-1960 period.

Women—Employment

42. Canadian Nurses' Association. *Facts and Figures about Nursing in Canada.* Toronto, 1960. Pp. 32.

43. Klein, Viola. *Employing Married Women.* London, Institute of Personnel Management, 1961. Pp. 51.

Study based on information supplied by 120 firms employing about 27,000 married women. The study explains why there is some reluctance to hire them.

44. Winter, Elmer. *A Woman's Guide to Earning a Good Living.* New York, Simon and Schuster, 1961. Pp. 401.

Contains practical suggestions for both single and married women who are looking for jobs. Includes a brief review of 52 fields to choose from.

Miscellaneous

45. Canada. Department of National Health and Welfare. *The Volunteer in Recreation.* Ottawa, Queen's Printer, 1958. Pp. 48.

46. Canadian Association for Adult Education. *Tomorrow's Teaching for Adults; a Report on Teaching Machines and Programmed Instruction, with Glossary and Bibliography.* Toronto, 1962. Pp. 36.

47. Commerce Clearing House Canadian Limited. *Canadian Master Tax Guide; a Guidebook to Canadian Income Tax with Rates and Fees under the Excise Tax Act; the Companies Act and a Brief Outline of the Estate Tax Act.* 17th ed., January 1962. Don Mills, Ont., 1962. Pp. 409.

48. Corbett, Richmond M. *Pension Trends and the Self-employed.* New Brunswick, N.J., Rutgers University Press, 1961. Pp. 156.

Discusses the problem of the self-employed person, such as doctors, lawyers, farmers *et al* in the U.S. who were not permitted to deduct contributions to a pension fund from their income tax. Reviews legislation which would remedy this situation, introduced in the U.S. Congress.

49. Lougheed, William Foster. *Secondary Manufacturing Industry in the Canadian Economy.* Toronto, Baxter Pub. Co., 1961. Pp. 273.

Discusses such aspects of secondary manufacturing in Canada as employment, capital investment, exports, imports, taxation, markets, productivity, foreign competition, government control, etc., with particular reference to the period 1949 to 1960.

50. National Consumer Credit Conference. 12th, Washington University, St. Louis, Mo., 1960. *Consumer Credit in the Sixties; Proceedings.* [St. Louis, Mo? Washington University? 1961]. Pp. 94.

Conference held March 27, 28, 29, 1960.

51. Railway Labor Executives' Association. *The Move toward Railroad Mergers, a Great National Problem.* Washington, 1962. Pp. 102.

An examination of the present proposals for railroad mergers in the U.S.

52. Tolles, Newman Arnold. *Labor Costs and International Trade,* by N. Arnold Tolles, assisted by Betti C. Goldwasser. Washington, Committee for a National Trade Policy, 1961. Pp. 43.

Examines "some of the practical and the logical problems involved in proposals to determine so-called 'flexible' American tariff rates on the basis of comparative production costs in the U.S.A. and in foreign countries."

53. U.S. Children's Bureau. *Services in Public and Voluntary Child Welfare Programs,* by Helen R. Jeter. Washington, GPO, 1962. Pp. 126.

54. U.S. Congress. Senate. Special Committee on Aging. *Problems of the Aging. Hearings before the Subcommittee on Federal and State Activities of the Special Committee on Aging, United States Senate, Eighty-seventh Congress, First Session . . . Pt. 1. Washington, D.C., August 23 and 24, 1961.* Washington, GPO, 1961. Pp. 254.

The first in a series of hearings dealing with the programs and policies of different levels of government in the field of aging.

55. U.S. Selective Service System. *Outline of Historical Background of Selective Service, from Biblical Days to June 30, 1960,* prepared by Irving W. Hart, rev. by Maxwell O. Jensen. Rev. 1960 ed. Washington, 1960. Pp. 60.

More than 18 per cent of U.S. industrial establishments are sponsoring apprenticeship and other employee training programs. Edw. E. Goshen, Director of the U.S. Department of Labor's Bureau of Apprenticeship and Training, released figures in July as the result of a nation-wide study.

Some 9,500 employers, of whom 80 per cent replied, were involved in a study survey conducted in March 1962 by the Bureau. The establishments included were representative of industry in general. The findings are to be published and made available later.

59897-9—7½

U.S. Labour Unions Own Assets Worth $1.5 Billion

Labour unions in the United States had assets of $1.5 billion in 1960, according to a report by U.S. Secretary of Labor Arthur J. Goldberg. The unions, which included local, national and other types, gave total liabilities as $224 million, leaving net assets of more than $1.3 billion.

About 25 per cent of the 260 national unions each took in more than $1 million a year in dues and other revenue.

A total of 44,530 unions reported financial statistics to the Labor Secretary, in accordance with the Labor-Management Reporting and Disclosure Act. Compiled by the Bureau of Labor-Management Reports, the results were published in *Union Financial Statistics* and released by Secretary Goldberg. Assets by individual union were not given.

Welfare and pension plan funds were not included in the report, as most of these—about 90 per cent—are administered by the employers. These funds have a total estimated value of $50 billion, increasing at the rate of about $5 billion a year.

Of the 260 national unions, 75 per cent had total receipts of under $1 million; 16 per cent of these unions had receipts of under $10,000; 27 per cent had total receipts of between $100,000 and $1,000,000; and 4 per cent had revenue of less than $10,000.

Nearly 55 per cent of the local unions had receipts of less than $5,000, an additional 15 per cent had revenue of between $5,000 and $10,000. Unions classified as other than national or local had a receipt distribution similar to the local unions.

The largest assets—at $770.8 million—were reported by the national unions; their total liabilities were $147.9 million. Local unions came next with assets of $670.1 million and liabilities of nearly $43 million. Unions other than local or national reported assets worth nearly $100 million and liabilities of almost $33 million.

Of the 44,530 unions reporting, 41,796 were local unions, 260 were national as noted, and 2,474 were others.

At present the grand total of reporting unions is over 52,000, as about 8,000 small organizations were not included in the first statistical report.

46th International Labour Conference

(Continued from page 948)

(*b*) making available training facilities to enable selected personnel from other countries, either on an exchange basis or otherwise, to acquire skill, knowledge and experience not available in their own country;

(*c*) the organization of visits abroad for persons concerned with training to enable them to become familiar with training practices in other countries;

(*d*) the loan of experienced personnel from one country to another to help organize training;

(*e*) the exchange of qualified personnel;

(*f*) the preparation and supply of textbooks and other materials for training;

(*g*) the systematic exchange of information on training questions;

(*h*) helping the industrializing countries to create and develop their national training systems and to acquire their own qualified teachers and instructors.

79. Consideration should be given to—

(*a*) the desirability and possibility of progressively assimilating training levels for the same occupation within a group of countries with a view to facilitating access to training abroad as well as occupational mobility;

(*b*) the possibility of reciprocal recognition of examination certificates in territories where training levels for the same occupation are comparable;

(*c*) the preparation and exchange of occupational information such as job descriptions which may be particularly useful in the training of migrants.

XVI. Effect on Earlier Recommendations

80. This Recommendation supersedes the Vocational Training Recommendation, 1939, the Apprenticeship Recommendation, 1939, and the Vocational Training (Adults) Recommendation, 1950.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 21, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,877	630	1,914	2,492	1,218	623
Men	5,033	479	1,423	1,786	888	457
Women	1,844	151	491	706	330	166
14—19 years	866	93	267	278	161	67
20—24 years	870	88	286	279	149	68
25—44 years	2,981	251	838	1,116	503	273
45—64 years	1,939	176	476	734	356	197
65 years and over	221	22	47	85	49	18
Employed	6,569	584	1,805	2,398	1,192	590
Men	4,786	440	1,332	1,713	869	432
Women	1,783	144	473	685	323	158
Agriculture	746	48	144	180	337	37
Non-agriculture	5,823	536	1,661	2,218	855	553
Paid Workers	5,359	480	1,516	2,055	807	501
Men	3,776	352	1,084	1,436	544	360
Women	1,583	128	432	619	263	141
Unemployed	308	46	109	94	26	33
Men	247	39	91	73	19	25
Women	61	*	18	21	*	*
Persons not in the Labour Force	5,357	606	1,589	1,784	870	508
Men	1,049	137	305	322	170	115
Women	4,308	469	1,284	1,462	700	393

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JULY 21, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,234	1,821	3,567	962	3,640	926	1,318
Labour force	6,877	866	3,452	881	821	636	221
Employed	6,569	770	3,346	817	807	618	211
Unemployed	308	96	106	64	14	18	10
Not in labour force	5,357	955	115	81	2,819	290	1,097
Participation rate [2]							
1962, July 21	56.2	47.6	96.8	91.6	22.6	68.7	16.8
June 23	55.3	38.2	96.9	90.9	23.7	69.8	17.3
Unemployment rate [3]							
1962, July 21	4.5	11.1	3.1	7.3	1.7	2.8	4.5
June 23	4.5	12.6	3.3	7.3	1.7	2.4	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED JULY 21, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	July 1962	June 1962	July 1961
Total unemployed	308	301	354
On temporary layoff up to 30 days	16	11	21
Without work and seeking work	292	290	333
Seeking full-time work	268	268	310
Seeking part-time work	24	22	23
Seeking under 1 month	92	110	104
Seeking 1—3 months	101	69	100
Seeking 4—6 months	37	42	49
Seeking more than 6 months	62	69	80

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
May.....	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June.....	46.3	457.5	165.5	.....	.....	.....	.....	.....	.....	1,629.4
July.....	46.2	451.2	166.9	.....	.....	.....	.....	.....	.....	1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1.629.9
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1.625.1
December....	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January.....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February.....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April*.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May†.....	47.0	482.7	159.8	.....	.....	.....	.....	.....	.....	1,674.4

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at May 1962 employees in the principal non-agricultural industries reported a total employment of 2,887,337 . Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite [1]			Manufacturing		
	Index Numbers (1949=100)		Average Weekly Wages and Salaries	Index Numbers (1949=100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
			$			$
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961						
May	117.2	181.6	78.00	108.4	183.6	80.72
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April*	116.7	186.7	80.21	110.4	189.0	83.11
May†	121.0	188.0	80.76	113.4	190.4	83.74

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, MAY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1962	Apr. 1962	May 1961	May 1962	Apr. 1962	May 1961
				$	$	$
Provinces						
Newfoundland	126.3	115.5	117.9	73.10	73.30	71.75
Prince Edward Island	137.6	114.6	131.9	60.13	61.53	56.37
Nova Scotia	96.8	91.0	96.3	66.16	65.72	64.66
New Brunswick	101.9	92.4	99.2	64.64	66.05	61.38
Quebec	120.2	116.3	116.6	78.43	77.50	75.26
Ontario	123.1	119.9	118.3	84.01	83.27	81.17
Manitoba	110.6	106.9	109.9	74.68	75.00	72.79
Saskatchewan	126.6	117.2	125.4	76.70	75.97	73.72
Alberta (including Northwest Territories)	157.2	149.0	153.7	81.58	81.32	79.54
British Columbia (including Yukon)	115.1	111.6	112.3	87.51	87.15	85.35
Canada	**121.0**	**116.7**	**117.2**	**80.76**	**80.21**	**78.00**
Urban Areas						
St. John's	138.6	130.0	128.5	61.08	60.18	59.37
Sydney	80.8	72.6	88.8	82.06	77.49	79.37
Halifax	123.9	119.5	122.0	67.60	67.84	63.71
Moncton	107.0	102.9	102.5	61.96	61.82	60.23
Saint John	106.5	105.8	101.8	65.65	64.21	60.53
Chicoutimi—Jonquiere	108.3	105.8	109.8	97.82	97.11	95.05
Quebec	118.3	116.9	113.3	69.50	68.64	67.37
Sherbrooke	106.7	103.1	98.6	66.51	66.78	64.97
Shawinigan	104.2	100.8	104.5	86.54	85.89	85.01
Three Rivers	118.0	112.5	111.1	73.76	72.26	72.89
Drummondville	80.2	57.6	74.9	67.70	65.49	63.10
Montreal	127.2	125.5	123.1	80.45	79.13	77.18
Ottawa—Hull	134.7	130.1	127.6	75.42	74.17	72.42
Kingston	115.8	112.4	120.4	78.62	77.42	76.98
Peterborough	96.3	94.1	90.4	89.74	90.04	86.88
Oshawa	189.2	185.3	175.6	105.00	104.88	90.40
Toronto	136.8	134.7	130.6	84.30	83.52	81.66
Hamilton	114.1	111.3	108.3	90.50	89.25	86.59
St. Catharines	110.9	110.1	107.0	95.14	94.27	88.87
Niagara Falls	101.9	96.1	99.0	81.55	83.19	81.16
Brantford	82.0	80.9	82.5	75.83	75.42	74.83
Guelph	122.7	119.6	119.9	75.51	73.73	72.27
Galt	115.0	113.2	106.1	71.77	71.66	70.04
Kitchener	130.5	127.0	121.2	76.32	74.96	73.37
Sudbury	145.9	143.9	146.6	91.37	92.00	91.48
Timmins	90.4	88.1	91.5	73.01	72.48	70.90
London	136.9	132.9	128.3	76.53	75.57	74.12
Sarnia	134.5	130.3	126.2	104.42	104.64	101.49
Windsor	74.4	73.1	74.4	92.24	90.03	88.16
Sault Ste. Marie	150.9	145.7	139.8	101.73	100.65	104.43
Ft. William—Pt. Arthur	107.6	99.8	110.0	82.15	79.48	80.47
Winnipeg	110.3	107.8	110.8	71.69	71.99	70.04
Regina	141.4	134.5	138.9	75.04	75.70	71.92
Saskatoon	139.5	132.6	145.3	72.56	70.74	69.38
Edmonton	203.4	193.1	187.0	76.19	75.95	74.59
Calgary	179.4	173.8	173.0	80.87	80.41	75.61
Vancouver	113.7	111.6	111.1	86.03	85.28	83.76
Victoria	115.7	112.2	107.3	79.98	79.79	76.43

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, MAY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1962	Apr. 1962	May 1961	May 1962	Apr. 1962	May 1961
				$	$	$
Mining	**117.9**	**113.3**	**117.4**	**98.57**	**98.49**	**95.82**
Metal mining	132.9	130.2	132.8	100.33	99.79	98.22
Gold	69.5	68.4	71.8	82.63	81.41	79.37
Other metal	191.8	187.5	189.7	106.29	106.02	104.86
Fuels	84.9	79.7	85.3	101.60	101.89	95.71
Coal	41.9	37.9	45.8	76.70	74.50	74.22
Oil and natural gas	260.7	250.2	255.5	117.94	118.84	112.29
Non-metal	147.1	135.7	141.5	86.26	86.99	85.87
Manufacturing	**113.4**	**110.4**	**108.4**	**83.74**	**83.11**	**80.72**
Durable goods	118.1	114.7	111.0	90.40	89.59	86.94
Non-durable goods	109.4	106.7	106.2	77.73	77.27	75.26
Food and beverages	114.7	107.9	112.0	74.26	73.98	71.96
Meat products	132.2	129.6	134.8	84.55	82.73	82.55
Canned and preserved fruits and vegetables	92.0	82.8	82.5	66.84	68.01	64.69
Grain mill products	100.1	97.4	102.0	82.29	79.46	79.05
Bread and other bakery products	111.1	109.5	110.1	70.51	68.48	68.25
Distilled and malt liquors	95.3	94.2	100.9	102.67	100.64	96.37
Tobacco and tobacco products	99.4	99.7	79.0	77.60	74.99	82.27
Rubber products	104.6	102.3	97.3	85.58	84.44	82.22
Leather products	87.4	88.1	86.0	54.58	54.72	53.86
Boots and shoes (except rubber)	94.1	95.2	92.4	51.87	52.07	51.00
Textile products (except clothing)	80.9	77.8	77.5	66.50	65.51	63.83
Cotton yarn and broad woven goods	73.4	74.2	70.2	62.51	61.73	59.57
Woollen goods	61.4	59.7	60.8	62.75	61.41	60.94
Synthetic textiles and silk	88.9	77.1	82.4	73.33	72.30	71.20
Clothing (textile and fur)	91.0	91.5	88.4	51.07	51.46	49.12
Men's clothing	94.6	94.1	90.5	49.56	50.20	47.83
Women's clothing	96.1	99.3	95.0	52.86	53.71	50.16
Knit goods	73.1	72.6	70.1	50.70	50.69	49.26
Wood products	108.0	101.2	104.6	70.86	70.22	69.16
Saw and planing mills	110.6	101.1	108.0	72.73	72.13	71.30
Furniture	114.1	112.7	108.1	69.17	68.54	66.61
Other wood products	82.6	78.8	81.2	62.81	62.64	61.88
Paper products	125.1	122.3	123.8	97.25	96.39	94.25
Pulp and paper mills	125.1	121.9	124.8	104.96	103.85	101.72
Other paper products	125.1	123.4	121.3	79.03	78.94	76.26
Printing, publishing and allied industries	126.7	126.0	123.8	91.33	90.79	87.31
Iron and steel products	109.3	106.4	103.1	95.79	94.35	92.46
Agricultural implements	62.6	63.4	67.0	98.31	98.10	93.68
Fabricated and structural steel	154.7	149.4	146.9	96.74	94.88	93.54
Hardware and tools	106.5	104.7	100.2	84.17	82.94	81.44
Heating and cooking appliances	102.3	99.6	92.1	80.23	80.26	78.16
Iron castings	94.2	92.6	88.5	90.01	90.17	86.40
Machinery, industrial	127.0	122.9	113.7	90.83	90.76	88.15
Primary iron and steel	125.4	121.3	117.4	112.76	108.57	109.34
Sheet metal products	114.7	109.6	105.3	93.60	92.32	90.29
Wire and wire products	112.7	109.6	110.8	95.36	93.61	92.00
Transportation equipment	114.9	113.5	107.0	98.02	97.09	90.87
Aircraft and parts	256.0	257.8	258.4	96.29	94.99	95.37
Motor vehicles	115.7	113.9	106.1	116.65	114.93	100.10
Motor vehicle parts and accessories	114.7	113.0	104.0	97.04	98.20	91.08
Railroad and rolling stock equipment	57.3	56.2	53.6	84.49	86.23	80.99
Shipbuilding and repairing	149.7	146.9	130.4	89.86	85.93	81.56
Non-ferrous metal products	125.4	123.6	123.7	94.22	94.01	93.13
Aluminum products	140.4	136.3	136.9	92.63	91.62	90.04
Brass and copper products	104.5	103.4	101.3	89.98	89.75	87.57
Smelting and refining	140.4	138.4	144.2	102.65	102.80	101.20
Electrical apparatus and supplies	146.7	143.7	129.6	89.32	88.67	87.64
Heavy electrical machinery	107.8	105.8	97.7	97.80	96.89	94.91
Telecommunication equipment	265.0	256.9	220.0	86.64	86.84	86.71
Non-metallic mineral products	150.8	144.3	138.9	88.35	86.91	85.30
Clay products	90.0	86.0	88.4	79.94	79.65	77.75
Glass and glass products	165.4	164.3	154.0	84.29	83.41	80.98
Products of petroleum and coal	141.1	137.6	138.7	121.46	122.08	117.44
Petroleum refining and products	143.6	140.4	141.4	122.47	122.95	118.24
Chemical products	135.6	133.3	133.0	98.41	98.33	94.85
Medicinal and pharmaceutical preparations	122.5	121.8	119.4	85.48	85.29	82.81
Acids, alkalis and salts	160.3	155.1	156.6	109.71	109.49	107.53
Other chemical products	133.3	131.3	131.2	98.24	98.29	94.20
Miscellaneous manufacturing industries	142.0	139.8	136.3	73.51	72.77	71.40
Construction	**125.8**	**112.3**	**123.1**	**85.08**	**83.49**	**81.27**
Building and general engineering	122.9	110.3	117.6	91.77	90.27	87.92
Highways, bridges and streets	130.8	115.7	132.2	74.58	72.67	71.38
Electric and motor transportation	137.6	135.3	134.9	85.43	85.37	82.70
Service	**157.3**	**152.0**	**148.8**	**57.15**	**57.29**	**55.29**
Hotels and restaurants	135.7	129.4	129.3	43.42	43.36	42.14
Laundries and dry cleaning plants	130.5	129.1	123.4	50.87	49.93	48.58
Industrial composite	**121.0**	**116.7**	**117.2**	**80.76**	**80.21**	**78.00**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	May 1962	April 1962	May 1961	May 1962	April 1962	May 1961
				$	$	$
Newfoundland	41.5	42.3	40.7	1.70	1.70	1.71
Nova Scotia	41.9	41.2	40.3	1.64	1.65	1.66
New Brunswick	42.0	40.8	38.8	1.54	1.66	1.56
Quebec	41.7	41.1	41.4	1.70	1.69	1.65
Ontario	41.1	40.7	40.5	1.99	1.98	1.94
Manitoba	39.6	39.9	39.8	1.76	1.76	1.73
Saskatchewan	39.6	39.0	39.5	2.02	2.01	1.99
Alberta[1]	40.1	40.2	40.0	2.00	2.00	1.96
British Columbia[2]	38.0	37.5	37.8	2.27	2.28	2.23

[1]Includes Northwest Territories.

[2]Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 May	40.5	1.84	74.44	178.3	138.3
June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April*	40.6	1.89	76.50	183.3	140.9
May†	41.0	1.89	77.50	185.7	142.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings.*

* Revised.

†Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY, MAY 1962

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1962	Apr. 1962	May 1961	May 1962	Apr. 1962	May 1961	May 1962	Apr. 1962	May 1961
				$	$	$	$	$	$
Mining	**42.2**	**41.5**	**42.1**	**2.17**	**2.19**	**2.12**	**91.65**	**90.83**	**89.08**
Metal mining	42.5	41.8	42.4	2.25	2.26	2.20	95.67	94.63	93.17
Gold	43.8	42.4	43.6	1.76	1.78	1.70	77.21	75.70	74.14
Other metal	42.0	41.6	42.0	2.43	2.44	2.39	102.33	101.45	100.38
Fuels	40.3	39.9	40.4	2.06	2.05	1.96	82.86	81.98	79.48
Coal	40.9	40.4	41.0	1.83	1.80	1.77	74.95	72.81	72.79
Oil and natural gas	39.1	39.1	39.3	2.50	2.52	2.35	97.76	98.49	92.26
Non-metal	43.0	42.0	42.8	1.96	1.98	1.95	84.32	83.21	83.32
Manufacturing	**41.0**	**40.6**	**40.5**	**1.89**	**1.89**	**1.84**	**77.50**	**76.50**	**74.44**
Durable goods	41.6	41.1	40.8	2.04	2.04	1.99	85.10	83.86	81.36
Non-durable goods	40.4	40.1	40.1	1.74	1.73	1.70	70.21	69.44	68.04
Food and beverages	41.4	40.3	40.9	1.65	1.67	1.64	68.21	67.31	66.99
Meat products	40.9	39.6	41.4	1.96	1.94	1.91	80.16	76.94	79.20
Canned and preserved fruits and vegetables	39.4	38.6	38.9	1.46	1.49	1.41	57.42	57.69	54.82
Grain mill products	42.9	41.8	43.1	1.85	1.81	1.75	79.17	75.53	75.51
Bread and other bakery products	42.3	41.5	42.6	1.52	1.51	1.48	64.44	62.67	63.22
Distilled liquors	40.6	38.8	40.0	2.18	2.17	2.09	88.35	84.19	83.84
Malt liquors	40.7	39.6	39.4	2.38	2.35	2.34	97.08	93.19	92.13
Tobacco and tobacco products	39.0	38.2	40.4	1.84	1.80	1.90	71.65	68.77	76.95
Rubber products	41.5	41.0	40.6	1.92	1.91	1.87	79.88	78.16	75.72
Leather products	38.9	39.1	39.4	1.27	1.28	1.24	49.59	49.88	49.01
Boots and shoes (except rubber)	38.4	38.6	39.1	1.23	1.23	1.19	47.12	47.60	46.62
Other leather products	40.1	40.1	39.9	1.38	1.37	1.36	55.24	55.15	54.34
Textile products (except clothing)	42.2	41.6	41.6	1.42	1.41	1.37	60.03	58.79	57.07
Cotton yarn and broad woven goods	40.1	40.1	39.3	1.45	1.45	1.39	58.16	57.98	54.82
Woollen goods	43.8	42.7	43.4	1.31	1.31	1.28	57.44	55.93	55.53
Synthetic textiles and silk	43.8	42.4	43.4	1.52	1.50	1.47	66.57	63.65	63.60
Clothing (textile and fur)	37.7	37.9	37.4	1.22	1.22	1.17	45.82	46.30	43.75
Men's clothing	37.3	37.7	36.7	1.21	1.21	1.17	45.05	45.53	42.97
Women's clothing	36.5	37.1	36.3	1.31	1.32	1.23	47.73	48.75	44.64
Knit goods	40.0	40.2	40.1	1.13	1.14	1.09	45.34	45.72	43.89
*Wood products	41.4	40.6	40.8	1.64	1.64	1.61	67.63	66.60	65.71
Saw and planing mills	40.7	39.6	40.3	1.74	1.76	1.71	70.87	69.63	69.00
Furniture	42.5	42.1	41.8	1.50	1.50	1.46	63.54	63.09	61.20
Other wood products	42.5	42.8	41.6	1.36	1.34	1.36	57.64	57.45	56.46
Paper products	41.2	41.0	40.9	2.22	2.20	2.15	91.40	90.30	88.10
Pulp and paper mills	41.3	41.0	40.9	2.39	2.37	2.32	98.80	97.30	95.04
Other paper products	40.9	41.1	41.0	1.75	1.75	1.70	71.79	71.92	69.44
Printing, publishing and allied industries	39.4	39.0	38.7	2.32	2.31	2.22	91.30	90.07	85.98
*Iron and steel products	41.7	41.2	40.9	2.19	2.17	2.15	91.51	89.41	87.93
Agricultural implements	41.2	40.7	40.0	2.21	2.22	2.17	91.07	90.28	86.64
Fabricated and structural steel	41.7	40.7	40.6	2.15	2.12	2.11	89.57	86.28	85.54
Hardware and tools	42.8	42.2	41.9	1.82	1.81	1.79	77.81	76.47	74.85
Heating and cooking appliances	40.6	40.5	40.0	1.85	1.84	1.78	74.94	74.59	71.18
Iron castings	42.0	42.0	40.7	2.06	2.06	2.00	86.35	86.47	81.48
Machinery, Industrial	41.7	41.8	41.5	2.03	2.03	1.98	84.49	85.05	82.06
Primary iron and steel	41.5	40.3	41.1	2.64	2.58	2.58	109.55	104.04	106.04
Sheet metal products	41.8	41.3	40.7	2.14	2.12	2.12	89.55	87.53	86.18
Wire and wire products	42.2	41.5	41.6	2.14	2.11	2.08	90.24	87.76	86.45
*Transportation equipment	42.2	41.8	40.3	2.21	2.21	2.11	93.36	92.44	85.06
Aircraft and parts	41.1	40.4	42.1	2.13	2.12	2.10	87.74	85.64	88.62
Motor vehicles	45.3	44.9	40.2	2.48	2.48	2.30	112.39	111.51	92.68
Motor vehicle parts and accessories	42.6	42.8	40.6	2.17	2.19	2.10	92.47	93.85	85.42
Railroad and rolling stock equipment	39.5	40.0	39.1	2.09	2.10	2.00	82.33	84.13	78.40
Shipbuilding and repairing	41.3	39.7	39.1	2.15	2.12	2.03	88.65	84.12	79.36
*Non-ferrous metal products	40.6	40.4	40.6	2.16	2.16	2.15	87.82	87.22	87.30
Aluminum products	42.1	41.6	41.7	1.92	1.90	1.93	80.78	78.95	80.41
Brass and copper products	41.5	41.4	40.9	2.05	2.06	2.01	85.00	85.29	82.11
Smelting and refining	39.9	39.9	40.2	2.42	2.41	2.38	96.45	96.07	95.45
*Electrical apparatus and supplies	40.7	40.2	40.5	1.91	1.90	1.89	77.52	76.59	76.32
Heavy electrical machinery and equipment	41.2	40.8	40.7	2.13	2.12	2.08	87.92	86.58	84.39
Telecommunication equipment	40.4	39.8	40.0	1.74	1.75	1.76	70.26	69.55	70.31
Refrigerators, vacuum cleaners and appliances	40.3	39.3	39.8	1.94	1.93	1.92	78.13	76.08	76.29
Wire and cable	41.7	41.1	42.0	2.13	2.12	2.08	88.81	86.96	87.27
Miscellaneous electrical products	40.4	40.2	40.3	1.80	1.80	1.78	72.62	72.39	71.80
*Non-metallic mineral products	43.4	42.2	43.4	1.91	1.92	1.86	83.11	80.98	80.78
Clay products	42.7	42.3	42.7	1.74	1.74	1.70	74.28	73.58	72.82
Glass and glass products	41.0	40.5	41.2	1.91	1.91	1.86	78.46	77.21	76.76
Products of petroleum and coal	42.0	41.8	41.6	2.68	2.67	2.58	112.29	111.68	107.13
Chemical products	41.3	41.2	41.4	2.10	2.09	2.04	86.64	86.30	84.46
Medicinal and pharmaceutical preparations	39.9	39.6	40.4	1.62	1.60	1.55	64.42	63 54	62.83
Acids, alkalis and salts	41.0	40.9	41.0	2.41	2.39	2.39	98.68	97.99	97.94
Miscellaneous manufacturing industries	40.9	40.8	40.8	1.55	1.54	1.52	63.41	62.91	61.97
Professional and scientific equipment	40.5	40.4	40.5	1.85	1.85	1.83	74.88	74.93	74.27
Construction	**40.4**	**38.5**	**39.7**	**2.05**	**2.08**	**1.97**	**82.88**	**80.23**	**78.08**
Building and general engineering	39.7	38.5	39.3	2.24	2.27	2.14	89.04	87.17	84.11
Highways, bridges and streets	41.7	38.6	40.4	1.72	1.74	1.67	71.77	67.20	67.54
Electric and motor transportation	**43.2**	**43.4**	**43.4**	**1.98**	**1.97**	**1.90**	**85.60**	**85.55**	**82.31**
Service	**38.5**	**38.2**	**38.8**	**1.10**	**1.10**	**1.07**	**42.46**	**42.11**	**41.53**
Hotels and restaurants	38.2	38.0	38.8	1.07	1.07	1.04	40.89	40.63	40.27
Laundries and dry cleaning plants	40.6	40.3	40.1	1.05	1.05	1.03	42.72	42.30	41.44

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
July 1957	20,837	14,060	34,897	171,765	84,581	256,346
July 1958	11,505	11,858	23,363	252,853	119,157	372,010
July 1959	14,235	14,317	28,552	185,527	106,965	292,492
July 1960	14,673	12,594	27,267	242,582	128,062	370,644
July 1961	15,880	14,732	30,612	246,016	117,993	364,009
August 1961	14,963	17,850	32,813	216,245	104,695	320,940
September 1961	14,645	17,066	31,711	216,358	101,260	317,618
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962(1)	22,436	20,672	43,108	237,747	119,561	357,308
July 1962(1)	22,872	17,895	40,767	224,480	113,414	337,894

(1) Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH JUNE 1961—JUNE 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958—Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—June	230,718	100,318	81,236	47,267	73,620	37,793
July	231,069	98,915	74,950	44,374	66,017	37,286
August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	* 231,500	* 100,412	92,346	48,564	86,218	39,253

* Preliminary—subject to revision

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING JUNE 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from June 1961
Agriculture, Fishing, Trapping	**10,031**	**4,973**	**15,004**	**− 3,812**
Forestry	**5,961**	**80**	**6,041**	**+ 1,991**
Mining, Quarrying and Oil Wells	**1,464**	**56**	**1,520**	**+ 166**
Metal Mining	793	6	799	+ 156
Fuels	212	26	238	− 20
Non-Metal Mining	336	2	338	+ 31
Quarrying, Clay and Sand Pits	78	3	81	+ 25
Prospecting	45	19	64	− 26
Manufacturing	**17,381**	**9,561**	**26,942**	**+ 3,887**
Foods and Beverages	2,499	2,612	5,111	+ 713
Tobacco and Tobacco Products	51	100	151	+ 91
Rubber Products	141	110	251	+ 68
Leather Products	316	451	767	+ 211
Textile Products (except clothing)	595	473	1,068	+ 193
Clothing (textile and fur)	580	2,120	2,700	+ 314
Wood Products	2,251	284	2,535	+ 264
Paper Products	1,251	316	1,567	− 70
Printing, Publishing and Allied Industries	681	417	1,098	+ 157
Iron and Steel Products	3,677	482	4,159	+ 700
Transportation Equipment	1,923	325	2,248	+ 412
Non-Ferrous Metal Products	684	176	860	− 109
Electrical Apparatus and Supplies	618	556	1,174	+ 123
Non-Metallic Mineral Products	732	181	913	+ 226
Products of Petroleum and Coal	83	24	107	− 9
Chemical Products	694	358	1,052	+ 302
Miscellaneous Manufacturing Industries	605	576	1,181	+ 301
Construction	**16,493**	**237**	**16,730**	**+ 3,483**
General Contractors	11,450	147	11,597	+ 2,321
Special Trade Contractors	5,043	90	5,133	+ 1,162
Transportation, Storage and Communication	**8,983**	**494**	**9,477**	**+ 2,202**
Transportation	8,243	251	8,494	+ 2,138
Storage	371	41	412	+ 36
Communication	369	202	571	+ 28
Public Utility Operation	**552**	**100**	**652**	**+ 277**
Trade	**9,326**	**5,749**	**15,075**	**+ 2,711**
Wholesale	4,050	1,376	5,426	+ 578
Retail	5,276	4,373	9,649	+ 2,133
Finance, Insurance and Real Estate	**681**	**1,357**	**2,038**	**+ 529**
Service	**15,346**	**16,646**	**31,992**	**+ 2,624**
Community or Public Service	1,005	1,594	2,599	+ 174
Government Service	5,460	1,493	6,953	− 354
Recreation Service	806	208	1,014	+ 187
Business Service	1,829	848	2,677	+ 768
Personal Service	6,246	12,503	18,749	+ 2,223
GRAND TOTAL	**86,218**	**39,253**	**125,471**	**+14,058**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JUNE 29, 1962[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Em loyment		
	Male	Female	Total
Professional and Managerial Workers	8,218	2,352	10,570
Clerical Workers	17,233	43,819	61,052
Sales Workers	7,625	15,669	23,294
Personal and Domestic Service Workers	26,416	21,920	48,336
Seamen	837	8	845
Agriculture, Fishing, Forestry (Ex. log.)	4,981	796	5,777
Skilled and Semi-Skilled Workers	90,778	14,090	104,868
Food and kindred products (incl. tobacco)	895	453	1,348
Textiles, clothing, etc.	2,275	8,751	11,026
Lumber and lumber products	10,502	77	10,579
Pulp, paper (incl. printing)	806	353	1,159
Leather and leather products	742	751	1,493
Stone, clay and glass products	328	39	367
Metalworking	8,755	584	9,339
Electrical	1,758	804	2,562
Transportation equipment	1,262	23	1,285
Mining	1,456	.....	1,456
Construction	17,236	3	17,239
Transportation (except seamen)	18,641	119	18,760
Communications and public utility	539	.....	539
Trade and service	4,095	1,238	5,333
Other skilled and semi-skilled	15,024	656	15,680
Foremen	1,920	234	2,154
Apprentices	4,544	5	4,549
Unskilled Workers	81,659	20,907	102,566
Food and tobacco	2,828	5,502	8,330
Lumber and lumber products	6,956	275	7,231
Metalworking	3,038	355	3,393
Construction	34,673	.....	34,673
Other unskilled workers	34,164	14,775	48,939
GRAND TOTAL	**237,747**	**119,561**	**357,308**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JUNE 29, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) June 29, 1962	Previous Year June 30, 1961
Newfoundland	**9,265**	**8,486**
Corner Brook	2,450	2,534
Grand Falls	619	683
St. John's	6,196	5,269
Prince Edward Island	**1,452**	**1,345**
Charlottetown	766	695
Summerside	686	650
Nova Scotia	**14,358**	**15,981**
Amherst	617	719
Bridgewater	510	850
Halifax	3,906	4,425
Inverness	333	232
Kentville	1,303	1,320
Liverpool	343	456
New Glasgow	1,858	1,397
Springhill	520	609
Sydney	2,756	3,200
Sydney Mines	845	1,218
Truro	728	802
Yarmouth	639	753
New Brunswick	**12,007**	**12,596**
Bathurst	953	912
Campbellton	1,191	1,455
Edmundston	846	575
Fredericton	1,157	1,315
Minto	445	386
Moncton(2)	2,535	2,561
Newcastle	958	982
Saint John	2,678	2,768
St. Stephen	570	820
Sussex	127	260
Woodstock	547	562
Quebec	**114,484**	**121,769**
Alma	1,759	1,509
Asbestos	310	290
Baie Comeau	494	500
Beauharnois	854	845
Buckingham	558	655
Causapscal	1,275	997
Chandler	1,143	654
Chicoutimi	2,259	2,017
Cowansville	372	412
Dolbeau	888	890
Drummondville	1,648	1,715
Farnham	541	630
Forestville	399	258
Gaspé	630	533
Granby	1,483	1,526
Hull	1,998	2,202,
Joliette	2,156	2,923
Jonquière	2,617	2,113
Lachute	495	362
La Malbaie	734	589
La Tuque	689	678
Lévis	1,553	1,944
Louisville	578	732
Magog	948	333
Maniwaki	422	518
Matane	1,188	794
Mégantic	510	529
Mont-Laurier	469	584
Montmagny	877	1,177
Montréal	42,782	50,373
New Richmond	649	550
Port Alfred	733	580
Québec	8,897	8,009
Rimouski	2,257	1,855
Rivière du Loup	1,911	1,993
Roberval	1,124	1,061
Rouyn	2,313	2,027
Ste. Agathe des Monts	282	378
Ste. Anne de Bellevue	539	724
Ste. Thérèse	1,228	1,262
St. Hyacinthe	972	1,308
St. Jean	1,671	1,502
St. Jérôme	924	1,092
Sept-Iles	1,086	1,963
Shawinigan	2,906	3,074
Sherbrooke	3,603	3,900
Quebec—Concluded		
Sorel	830	1,586
Thetford Mines	1,153	973
Trois-Rivières	3,310	3,147
Val d'Or	1,493	1,590
Valleyfield	1,291	1,439
Victoriaville	1,161	1,265
Ville St. Georges	1,522	1,209
Ontario	**118,335**	**137,531**
Arnprior	223	206
Barrie	998	875
Belleville	1,433	1,692
Bracebridge	580	407
Brampton	868	1,068
Brantford	1,907	2,071
Brockville	483	483
Carleton Place	270	179
Chatham	2,521	2,164
Cobourg	657	800
Collingwood	365	498
Cornwall	2,443	2,288
Elliot Lake	396	333
Fort Erie	392	343
Fort Frances	330	376
Fort William	1,262	1,497
Galt	624	1,650
Gananoque	183	197
Goderich	316	372
Guelph	1,440	1,396
Hamilton	8,467	11,356
Hawkesbury	367	331
Kapuskasing	929	1,243
Kenora	437	392
Kingston	1,697	1,573
Kirkland Lake	749	984
Kitchener	1,598	2,300
Leamington	649	803
Lindsay	582	523
Listowel	146	194
London	3,286	3,910
Long Branch	2,669	2,841
Midland	325	308
Napanee	286	319
Newmarket	1,263	960
New Liskeard(3)	367	.....
Niagara Falls	1,113	1,790
North Bay	763	1,273
Oakville	711	660
Orillia	516	715
Oshawa	3,062	3,816
Ottawa	3,392	4,203
Owen Sound	958	878
Parry Sound	294	192
Pembroke	893	1,221
Perth	452	384
Peterborough	2,492	2,977
Picton	130	150
Port Arthur	2,038	2,178
Port Colborne	478	592
Prescott	444	635
Renfrew	285	286
St. Catharines	2,910	3,674
St. Thomas	746	811
Sarnia	2,281	2,178
Sault Ste. Marie	2,107	2,234
Simcoe	824	703
Sioux Lookout	129	110
Smiths Falls	444	380
Stratford	528	641
Sturgeon Falls	628	439
Sudbury	2,140	3,325
Tillsonburg	400	274
Timmins	1,530	1,812
Toronto	30,181	36,429
Trenton	656	687
Walkerton	396	468
Wallaceburg	521	592
Welland	1,900	1,784
Weston	2,636	3,301
Windsor	7,089	7,966
Woodstock	760	841

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JUNE 29, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) June 29, 1962	Previous Year June 30, 1961
Manitoba	**13,747**	**15,583**
Brandon	1,150	1,140
Dauphin	599	713
Flin Flon	150	140
Portage la Prairie	581	514
The Pas	260	203
Winnipeg	11,007	12,873
Saskatchewan	**10,088**	**10,029**
Estevan	190	280
Lloydminster	144	219
Moose Jaw	798	825
North Battleford	489	448
Prince Albert	1,083	1,124
Regina	2,366	2,430
Saskatoon	3,484	2,885
Swift Current	308	262
Weyburn	166	194
Yorkton	1,060	1,362
Alberta	**21,927**	**20,374**
Blairmore	366	276
Calgary	6,807	6,649
Drumheller	320	378
Edmonton	10,135	9,057
Edson	390	399
Grande Prairie	870	661
Lethbridge	1,326	1,226
Medicine Hat	823	913
Red Deer	890	815
British Columbia	**41,645**	**50,037**
Chilliwack	1,305	1,510
Courtenay	541	856
Cranbrook	837	598
Dawson Creek	1,011	897
Duncan	616	1,025
Kamloops	1,035	999
Kelowna	556	593
Kitimat	96	1,111
Mission City	825	953
Nanaimo	702	1,325
Nelson	545	708
New Westminster	6,490	6,867
Penticton	540	736
Port Alberni	622	602
Prince George	1,398	1,533
Prince Rupert	638	841
Princeton	262	278
Quesnel	903	943
Trail	570	779
Vancouver	17,970	21,624
Vernon	844	1,083
Victoria	3,013	3,746
Whitehorse	326	430
CANADA	**357,308**	**393,731**
Males	237,747	268,284
Females	119,561	125,447

(1) Preliminary subject to revision.

(2) Includes 42 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—April	4,109,600	3,545,100	564,500*
March	4,194,000	3,506,500	687,500*
February	4,092,000	3,373,300	718,700*
January	4,208,000	3,509,500	698,500*
1961—December	4,196,000	3,594,800	601,200*
November	4,081,000	3,695,000	386,000*
October	3,991,000	3,722,300	268,700
September	3,966,000	3,736,800	229,200
August	3,987,000	3,757,700	229,300
July	3,971,000	3,715,700	255,300
June	3,943,000	3,676,100	266,900
May	3,891,000	3,550,000	341,000
April	4,126,000	3,412,900	713,100

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, MAY 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	4,317	3,670	647	5,038	3,745	1,293	886
Prince Edward Island	489	381	108	649	529	120	72
Nova Scotia	8,633	4,421	4,212	9,648	8,523	1,125	1,185
New Brunswick	5,599	4,207	1,392	6,772	5,676	1,096	1,084
Quebec	42,381	29,105	13,276	46,464	37,107	9,357	10,580
Ontario	44,689	29,091	15,598	48,548	37,372	11,176	10,514
Manitoba	5,685	4,076	1,609	6,476	5,007	1,469	1,230
Saskatchewan	2,836	2,146	690	3,650	2,915	735	478
Alberta	7,287	5,147	2,140	8,277	6,081	2,196	1,766
British Columbia	16,523	10,701	5,822	17,941	12,871	5,070	3,589
Total, Canada, May 1962	138,439	92,945	45,494	153,463	119,826	33,637	31,384
Total, Canada, April 1962	181,299	122,080	59,219	188,155	158,961	29,194	46,408
Total, Canada, May 1961	162,059	109,152	52,907	172,745	140,623	32,122	34,209

* In addition, revised claims received numbered 56,283.

† In addition, 66,972 revised claims were disposed of. Of these, 4,802 were special requests not granted and 2,507 were appeals by claimants. There were 10,805 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, MAY 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	May 31 1961 Total claimants
		2 or Less	3–4	5–8	9–12	13–16	17–20	Over 20		
Canada	263,862	61,494	24,375	41,756	34,320	27,611	22,339	51,967	36.2	340,950
Male	181,219	42,727	16,408	30,449	25,218	19,639	14,444	32,334	41.1	242,648
Female	92,643	18,767	7,967	11,307	9,102	7,972	7,895	19,633	25.6	98,302
Newfoundland	9,885	1,092	642	1,467	1,422	1,804	1,298	2,160	74.9	9,982
Male	8,781	937	560	1,351	1,305	1,674	1,151	1,803	76.7	8,936
Female	1,104	155	82	116	117	130	147	357	61.0	1,046
Prince Edward Island	919	130	74	147	92	107	123	246	56.4	1,171
Male	607	73	55	103	61	80	82	153	61.0	838
Female	312	57	19	44	31	27	41	93	47.4	333
Nova Scotia	14,736	3,904	892	2,342	1,539	1,330	1,314	3,415	42.9	15,683
Male	11,874	3,425	678	1,924	1,169	1,041	1,007	2,630	42.6	12,583
Female	2,862	479	214	418	370	289	307	785	44.0	3,100
New Brunswick	12,386	1,840	905	2,463	1,972	1,365	1,191	2,650	60.4	14,859
Male	9,711	1,475	693	2,165	1,693	1,132	898	1,655	63.4	12,074
Female	2,675	365	212	298	279	233	293	995	49.4	2,785
Quebec	80,528	19,356	7,887	12,626	11,539	9,014	6,096	14,010	36.9	106,536
Male	57,346	12,932	5,381	9,299	9,137	7,230	4,428	8,939	41.9	77,061
Female	23,182	6,424	2,506	3,327	2,402	1,784	1,668	5,071	24.4	29,475
Ontario	79,848	20,409	7,949	11,648	9,323	7,366	6,680	16,473	21.9	114,757
Male	48,923	13,218	4,762	7,284	5,979	4,315	3,754	9,611	24.0	76,768
Female	30,925	7,191	3,187	4,364	3,344	3,051	2,926	6,862	18.6	37,989
Manitoba	12,570	2,468	1,145	1,868	1,815	1,590	1,120	2,564	29.1	13,692
Male	8,522	1,787	807	1,305	1,213	1,025	707	1,678	34.7	9,374
Female	4,048	681	338	563	602	565	413	886	17.3	4,318
Saskatchewan	6,669	1,157	583	1,013	756	722	784	1,654	48.2	7,629
Male	4,179	700	372	729	492	461	461	964	55.7	5,046
Female	2,490	457	211	284	264	261	323	690	35.9	2,583
Alberta	15,966	3,619	1,412	3,017	2,202	1,768	1,343	2,605	66.5	18,753
Male	11,199	2,658	1,077	2,357	1,599	1,183	814	1,511	71.6	13,451
Female	4,767	961	335	660	603	585	529	1,094	54.3	5,302
British Columbia	30,355	7,519	2,886	5,165	3,660	2,545	2,390	6,190	30.1	37,888
Male	20,077	5,522	2,023	3,932	2,570	1,498	1,142	3,390	34.8	26,517
Female	10,278	1,997	863	1,233	1,090	1,047	1,248	2,800	20.9	11,371

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, MAY 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid	Amount of Benefit Paid $
Newfoundland	127,897	3,071,856
Prince Edward Island	17,885	376,880
Nova Scotia	115,516	2,585,089
New Brunswick	116,721	2,639,396
Quebec	561,843	13,629,311
Ontario	519,967	12,375,878
Manitoba	95,040	2,326,745
Saskatchewan	60,002	1,446,127
Alberta	100,224	2,578,348
British Columbia	178,102	2,379,784
Total, Canada, May 1962	1,893,197	45,409,414
Total, Canada, April 1962	2,113,953	51,647,128
Total, Canada, May 1961	2,479,275	58,704,099

TABLE E-5—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1962

SOURCE: Unemployment Insurance Commission

Fiscal Year ended March 31	REVENUE							EXPENDITURE			BALANCE
	Contributions (Gross less refunds)		Penalties	Interest on Investments	Profit or Loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE	BENEFIT PAYMENTS			BALANCE IN FUND
	Employer & Employee	Government						Ordinary	Seasonal	Total	
	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.
To 1956	1,569,863,590 12	313,982,080 41	250,317 92	195,986,733 10	P. 1,109,057 58	.....	2,081,191,779 13	1,137,191,123 43	(2)89,802,137 11	1,226,993,260 54	854,198,518 59
1957	188,001,489 34	37,587,449 77	43,826 63	27,063,498 80	L. 1,024,412 77	.....	251,671,851 77	201,196,193 03	30,099,525 67	231,295,718 70	874,574,651 66
1958	192,395,408 61	38,484,149 23	46,685 92	27,957,894 99	L. 4,182,335 04	.....	254,701,803 71	327,907,809 48	57,168,521 02	385,076,330 50	744,200,124 87
1959	185,487,041 58	37,097,408 31	47,735 63	21,725,096 30	L. 10,115,171 51	.....	234,242,110 31	362,155,761 67	116,475,316 00	478,631,077 67	499,811,157 51
1960	228,615,701 68	45,723,140 33	51,775 86	16,854 856 16	L. 8,413,691 50	1,516,639 71	281,315,142 82	320,969,852 46	94,264,214 92	415,234,067 38	365,892,232 95
1961	275,272,961 38	55,054,592 27	62,793 32	9,979,811 57	L. 7,268,567 88	403,246 60	332,698,344 06	406,727,775 91	107,177,948 44	513,905,724 35	184,684,852 66
Total	2,639,636,192 71	527,928,820 32	503,135 28	299,567,890 92	L. 29,895,121 12	1,919,886 31	3,435,821,031 80	2,756,148,515 98	494,987,663 16	3,251,136,179 14	184,684,852 66
April	18,628,757 22	3,741,716 33	4,873 33	713,955 49	L. 138,689 46	360,462 33	22,590,150 58	42,209,297 00	22,330,912 48	64,540,209 48	142,734,793 76
May	21,731,410 20	4,317,868 63	9,217 47	733,910 20	L. 237,235 79	533,941 78	26,021,228 93	38,782,955 43	19,921,145 00	58,704,100 43	110,051,922 26
June	21,837,556 91	4,397,356 66	7,111 70	703,812 08	246,498 45	590,513 70	26,108,825 20	24,258,208 13	1,632,225 00	25,890,433 13	110,270,314 33
July	24,060,379 86	4,809,500 26	6,574 39	732,688 27	.....	556,955 48	29,052,187 30	18,524,171 50	26,421 00	18,550,592 50	120,771,909 13
August	23,921,404 23	4,785,532 09	6,088 30	721,529 99	.....	494,695 21	28,939,859 40	18,843,731 04	21,967 00	18,865,698 04	130,846,070 49
September	22,912,779 42	4,578,694 41	7,420 37	657,280 07	.....	424,551 35	27,731,622 92	16,070,649 72	11,665 00	16,082,314 72	142,495,378 69
October	24,414,179 48	4,472,276 96	7,194 52	463,099 33	.....	.....	29,356,750 29	17,105,753 91	9,294 00	17,115,047 91	154,737,081 07
November	23,978,920 41	5,209,877 70	8,347 29	487,500 00	.....	.....	29,684,645 40	20,935,424 74	2,908 00	20,938,332 74	163,483,393 73
December	23,990,762 83	4,756,959 49	8,121 44	513,236 30	.....	.....	29,269,080 06	24,146,847 70	5,300,527 54	29,447,375 24	163,305,098 55
January	24,876,871 82	5,014,589 18	7,452 68	472,602 73	.....	.....	30,371,516 41	43,407,281 76	14,392,028 17	57,799,309 93	135,877,305 03
February	21,988,219 52	4,397,290 36	7,452 62	336,524 00	.....	.....	26,729,486 50	41,264,501 46	16,723,836 73	57,988,338 19	104,618,453 34
March	25,447,522 57	5,076,090 82	10,196 10	263,476 04	.....	.....	30,797,285 53	46,779,404 92	22,038,282 16	68,817,687 08	66,598,051 79
Sub Total	(1)277,788,764 47	55,557,752 89	90,050 21	6,799,614 50	L. 622,423 70	2,961,119 85	336,652,638 52	352,328,227 31	102,411,212 08	454,739,439 39	66,598,051 79
Total	2,917,424,957 18	583,486,573 21	593,185 49	306,367,505 42	L. 30,517,544 82	4,881,006 16	3,772,473,670 32	3,108,476,743 29	597,398,875 24	3,705,875,618 63	66,598,051 79

(1) Stamps $101,824,787.70; Meter $18,450,289.80; Bulk $157,513,686.97; Total $277,788,764.47.

(2) Supplementary to 31 December 1955.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—July	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1962

1957 Weighted

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	June 1961	May 1962	June 1962							
(1)St. John's, Nfld.	117.0	117.6	117.4	111.6	113.3	111.9	124.3	155.2	152.1	98.9
Halifax	127.8	129.2	129.6	120.8	133.8	123.2	139.1	160.4	163.3	123.9
Saint John	129.7	130.8	130.9	124.2	131.5	121.1	143.6	179.8	150.1	124.3
Montreal	128.3	130.2	130.5	130.1	134.3	106.1	160.8	164.1	141.6	118.7
Ottawa	129.0	131.2	131.7	125.8	137.1	117.2	153.8	163.3	142.6	123.9
Toronto	130.2	131.7	132.3	124.3	139.5	117.9	134.7	155.8	182.4	122.4
Winnipeg	126.7	128.7	129.1	127.2	129.1	117.8	133.3	172.3	139.3	120.6
Saskatoon-Regina	124.7	126.9	127.4	123.9	127.0	126.5	135.7	144.8	146.8	119.6
Edmonton-Calgary	124.2	125.5	125.9	120.8	127.0	120.7	130.3	162.7	141.9	119.6
Vancouver	128.4	129.1	129.4	125.4	134.0	117.2	137.3	149.7	145.6	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: June	22	39	12,404	127,790	0.12
July	28	41	8,806	94,680	0.09
August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JUNE 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry			
Mines			
Manufacturing	28	2,989	44,740
Construction	13	2,157	16,800
Transpn.& utilities	8	9,316	197,970
Trade	2	50	390
Finance			
Service	2	33	750
Public administration			
All industries	53	14,545	260,650

TABLE G-3—STRIKES AND LOCKOUTS, JUNE 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland			
Prince Edward Island			
Nova Scotia	1	130	330
New Brunswick	1	41	1,000
Quebec	11	2,456	44,760
Ontario	29	3,775	52,840
Manitoba	5	1,053	9,330
Saskatchewan	1	85	1,530
Alberta	1	100	2,200
British Columbia	2	105	1,330
Federal	2	6,800	147,330
All jurisdictions	53	14,545	260,650

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1962

(Preliminary)

Figures in parentheses indicate the number of workers indirectly affected.

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
MANUFACTURING						
Food and Beverages						
F. W. Fearman Co., Burlington, Ont.	Teamsters Loc. 879 (Ind.)	165	3,300	5,120	May 16	Wages~
General Mills Cereals, Rexdale, Ont.	Millers Loc. 230 (AFL-CIO/CLC)	106	270	270	June 13 June 18	Job re-assignment~Return of workers.
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	1,000	1,000	June 25	Signing a first agreement~
Textiles						
Thor Mills Limited, Granby, Que.	Textile Federation (CNTU)	220	4,040	7,350	May 6	Wages, Rand formula, seniority~
Clothing						
Arden Fur Corporation, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO/CLC)	104	1,460	1,460	June 12	Individual agreement following company's withdrawal from Fur Guild~
Wood						
Western Plywood (Alta.), Edmonton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	100	2,200	9,030	Mar. 15 June 29	Wages, hours, union security ~4¢ an hr. increase eff. June 1, 1963.
Paper						
Domtar Construction Materials, Cornwall, Ont.	Chemical Workers Loc. 216 (AFL-CIO/CLC)	130	780	780	June 20 June 28	Hiring outside help~Return of workers pending further negotiations.
Primary Metals						
Chromium Mining and Smelting, Beauharnois, Que.	Metal Trades Federation (CNTU)	110	1,540	1,540	June 12	Wages, hours~
Machinery						
Dominion Engineering, Lachine, Que.	Machinists Loc. 1660 (AFL-CIO/CLC)	1,100 (12)	20,900	20,900	June 5	Wages~
CONSTRUCTION						
Various construction firms, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	300	5,110	5,930	May 28	Non-union contractors on North York project~
A. D. Ross, Point Tupper & River Denys, N.S.	Carpenters Loc. 3628 (AFL-CIO/CLC)	130	330	330	June 1 June 5	Wages, vacation pay~Return of workers pending ratification of agreement.
Canadian Comstock, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	146	150	150	June 7 June 8	Disciplinary dismissal of some workers~Return of workers.
Catalytic Construction, Sarnia, Ont.	Teamsters Loc. 880 (Ind.)	400	1,200	1,200	June 11 June 14	Dismissal of shop steward~ Return of workers.
Canadian Plumbing and Mechanical Contractors Assoc., Winnipeg, Man.	Plumbers Loc. 254 (AFL-CIO/CLC)	600	6,000	6,000	June 18	Wages~
Sheet Metal Contractors Assoc., Winnipeg, Man.	Sheet Metal Workers Loc. 511 (AFL-CIO/CLC)	185	1,300	1,300	June 21	Wages~
Electrical Contractors Section Winnipeg Builders Exchange, Winnipeg, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	200	600	600	June 27	Wages, fringe benefits~
TRANSPN. & UTILITIES						
Transportation						
Various trucking firms,* Montreal, Que., other points.	Teamsters Loc. 106 (Ind.)	800	17,330	44,000	Apr. 16	Wages in a 3-yr. contract~
Various trucking firms, Montreal, Que., other points.	Teamsters Loc. 106 (Ind.)	645	13,980	35,520	Apr. 16	Wages in a 3-yr. contract~
Various trucking firms,* Ontario.	Teamsters, various locs. (Ind.)	6,000	130,000	155,000	May 27	Wages, piggy-back operations in a 3-yr. agreement~

*Federal jurisdiction.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1962

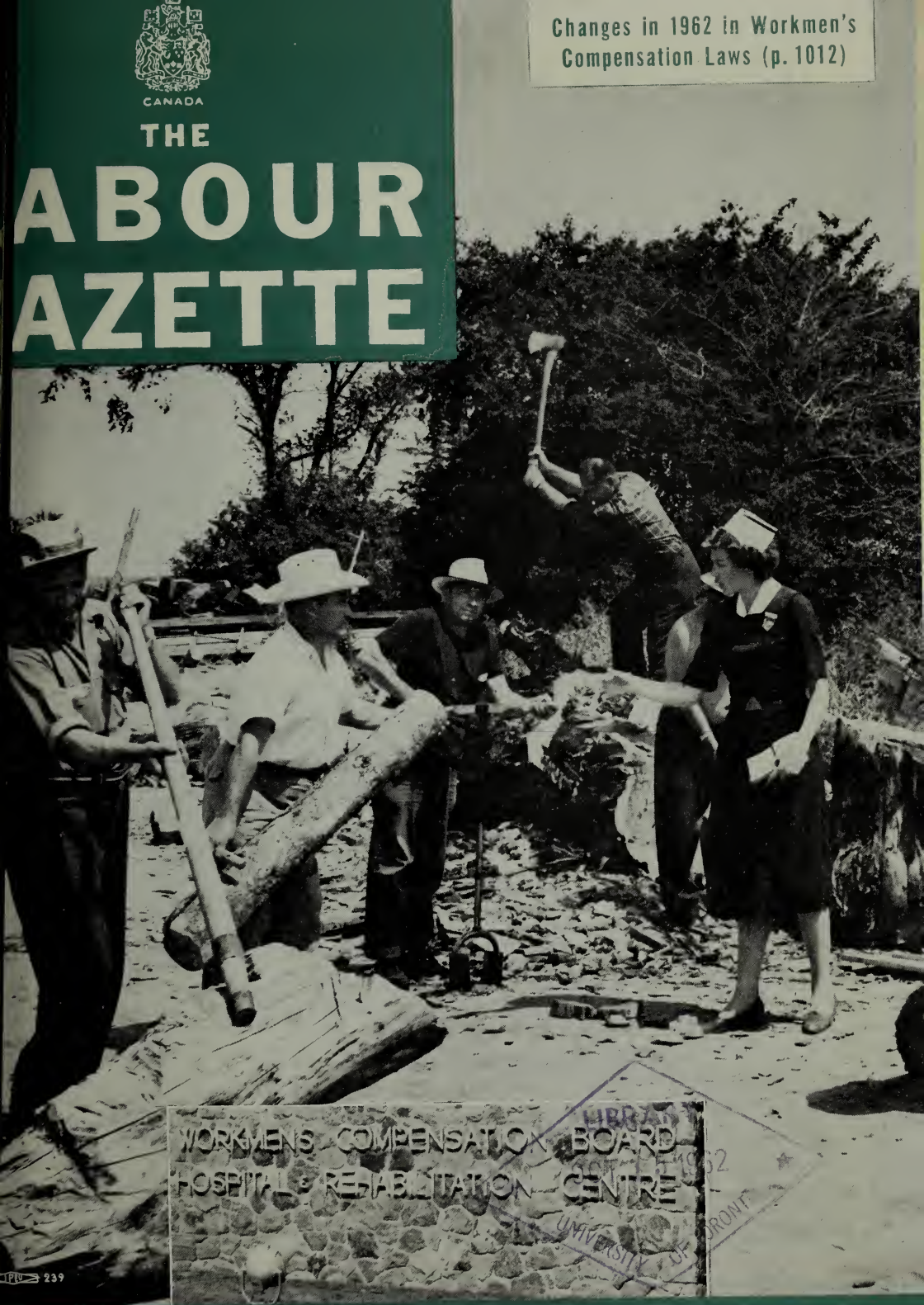
(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
Various trucking firms, Ontario.	Teamsters, various Locs. (Ind.)	1,500	32,500	38,750	May 27	Wages, piggy-back operations in a 3-yr. agreement~
Various cartage firms, Toronto, Ont.	Teamsters Loc. 419 (Ind.)	288	2,910	2,910	June 7 June 22	Wages, fringe benefits~Wage increase, improved fringe benefits.

CANADA

THE LABOUR GAZETTE

Changes in 1962 in Workmen's Compensation Laws (p. 1012)



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CANADA

Vol. LXII No. 9
SEPTEMBER 30, 1962

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(Continued on page three of cover)

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Rehabilitation of the Disabled

Provinces reported to Civilian Rehabilitation Branch that 1,669 persons were rehabilitated during 1961-62 fiscal year. Before referral to rehabilitation services, 69.3 per cent had been dependent on relatives or public assistance

During the 1961-62 fiscal year, the provinces have reported to the Civilian Rehabilitation Branch of the Department of Labour, 1,669 persons had been rehabilitated under the Vocational Rehabilitation Program.

Of this number, 69.3 per cent had been dependent for support on relatives or on public assistance before rehabilitation. After rehabilitation, this proportion had been reduced to 5.4 per cent.

The Civilian Rehabilitation Branch coordinates the activities of federal Government departments and assists the provincial governments in establishing, developing and operating a national vocational rehabilitation program for disabled persons. The function of the Branch is to help in developing such a program through the co-operation of agencies, both public and private, that are engaged in helping the various types of disabled persons.

Statutory authority for the program was given by the Vocational Rehabilitation of Disabled Persons Act (L.G., Nov. 1961, p. 1097), which came into effect on December 1, 1961.

The number of persons reported as rehabilitated has shown a steady increase each year since 1957-58, when it was 1,055. In 1958-59, the figure was 1,174; in 1959-60, it was 1,462; and in 1960-61, it had risen to 1,614. Of the 1961-62 total, 1,079 were men and 590 were women.

The largest group of people who were referred to rehabilitation services last year were those between 20 and 29 years of age, amounting to 39.8 per cent of the total. The second largest group was composed of persons between 30 and 39 years of age, and amounted to 20.6 per cent of the total. The third largest group, those between 40 and 49 years old, made up 13.5 per cent of the total. Persons of 60 years of age or older made up the smallest group, amounting to 5.7 per cent; and those under 20 years of age amounted to 11.8 per cent.

An analysis by type of disability shows that the largest number of those rehabilitated during 1961-62 were in the neuro-muscular-skeletal group; these constituted 28.5 per cent. Those affected by respiratory disabilities came second in number, and made up 16.1 per cent. Other groups included: hearing, 15.1 per cent; seeing, 5.7 per cent; neurological, 9 per cent; and neuro-psychiatric, 11.9 per cent.

Of the 1,669 persons rehabilitated during 1961-62, the largest proportion (45.7 per cent) had had from five to eight years education at the time of acceptance for rehabilitation services. The next largest group (32.9 per cent) had had from nine to twelve years. Only 2.3 per cent had had university education. Of the 5,305 persons rehabilitated during the years 1957 to 1961, the corresponding percentages were: five to eight years, 39.4 per cent; nine to twelve years, 40.3 per cent; and university, 1.3 per cent.

A breakdown of the number of persons rehabilitated during 1961-62 by source of support before and after rehabilitation showed the following percentages (after rehabilitation, in brackets): relatives, 43.1 (2.3); public assistance, 26.2 (3.1); unemployment insurance, 5.6 (nil); insurance and compensation, 2.5 (0.4); and pensions and savings, 5.2 (1.5).

An examination of yearly earnings before and (in brackets) after rehabilitation showed that only 1.8 per cent were earning more than $3,000 before rehabilitation, but 13.2 per cent were earning that amount after rehabilitation. In other earnings classifications, the percentages were (after rehabilitation in brackets): under $1,000—3.5 (13.8); $1,000 to $2,000—7.3 (26.7); $2,001 to $3,000—4.8 (39.0).

The percentage of persons rehabilitated during 1961-62 who were reported to be in regular employment, including housewives or homemakers, was 83.7. For the years 1957-61, the percentage was 81.1. Of those rehabilitated in 1961-62, the self-employed amounted to 5.8 per cent; those in sheltered employment to 3.2 per cent, and those in home-bound employment, 1.9 per cent. Only 5.4 per cent were classified under "self-care."

50 Years Ago This Month

Acute shortage of labour reported in the East in August 1912 because of exodus of workers to the West for harvesting. Projects held up in many centres in Canada. Heavy demand for labour resulted in continued increase in wage rates

An acute shortage of labour in Montreal during August 1912, and shortages in varying degrees in a number of other places in eastern Canada were reported in the LABOUR GAZETTE of September 1912.

In Montreal, the shortage of unskilled workers "practically amounted to a famine," and there was a marked shortage of nearly all kinds of skilled labour.

"Great numbers of men left the city during the month to take part in harvesting operations in the West, and others left for railway construction camps. Sufficient men, however, could not be obtained in Montreal to supply the demand of the big railways for their construction work in the West. The result of all this drain was severely felt in Montreal, and employers were unable to get sufficient help."

The GAZETTE said that the boring of the tunnel under Mount Royal was being held back for lack of labour, "only 600 men being at work."

The report added that "one line in which there is a remarkable shortage is that of shorthand writers; law offices and business houses are every day calling for competent stenographers, but the supply is away below the demand."

In Brockville, the Bell Telephone Company, which was engaged in laying tile for the underground wiring of their line, found difficulty in getting men locally for the work. Also in Brockville, "the company paving King Street have a gang of Italians employed and have the work well under way." Wages for unskilled labour in the district were reported to have advanced from $1.80 to $2.25 for a nine-hour day.

The GAZETTE's correspondent in Toronto said that the contractors building the CPR's new main line east of Agincourt to Whitby were having difficulty in getting an adequate supply of labour and teams.

Farmers in Ontario were said to be handicapped by shortage of labour, and their difficulties, as well as those of farmers in Quebec and the Maritimes, were being added to by excessive rain.

In Hamilton, it was said that "the rush of labourers to the West for the grain harvest is causing the city a lot of trouble, and unless the Works Department is able to secure a large number of men soon, a big portion of this year's program for waterworks and other improvements will have to go unfulfilled."

The Moncton correspondent of the GAZETTE said that the Dominion Textile Company was having difficulty in keeping up its staff of operatives, and had had to go abroad for weavers and apprentices. Its staff, which usually numbered about 225, had dropped to 185. "Many of the women weavers live in the adjoining districts and decline to work in the factory during summer."

A company that had the contract for enlarging the reservoir in Moncton was also handicapped by lack of help, and had advertised for 50 additional labourers at $1.75 a day.

Such shortages as this, however, were not general in the country at large, most places merely reporting the demand for labour "heavy" or "brisk," or otherwise indicating a situation of what would now be called full employment.

The consequence of this big demand for labour was a continuation of the tendency for wages to rise, sometimes sharply. In Hull, for instance, the September 1912 issue of this journal reported that "men working on the river sorting logs are getting from $2 to $2.25 a day, an increase of about 12½ per cent. A team of horses and teamster get $5 a day, an increase of 10 per cent compared with last year."

About 2,000 carpenters who went on strike in Winnipeg on June 29, demanding an increase in wages from 45 to 50 cents an hour and a reduction in working hours from 53 to 50 a week, returned to work on August 10. The GAZETTE reported that they won an increase in wages and a reduction in hours, but did not say whether their demands had been met in full.

About 1,200 carpenters in Calgary went on strike on July 5 because the employers refused to sign an agreement providing an increase of 5 cents an hour. The employers capitulated individually, and by August 3, "all the employing contractors were reported to have signed the agreement, although the Builders' Exchange had not done so."

Carpenters in three other places were reported to be on strike for higher wages—in two cases for shorter hours as well.

60490-0—1½

Conciliation Board Settles Non-Ops Rail Dispute

For the first time, a conciliation board in a dispute between Canadian railways and unions of their non-operating employees has produced a settlement. And for the first time the report of a board in such a dispute was unanimous.

A feature of the agreement proposed by the board last month was a provision setting up an employer-financed job-security fund for long-service employees. A wage increase was also recommended.

The recommendations of the board, whose chairman was Mr. Justice F. Craig Munroe of the Supreme Court of British Columbia, have been accepted by all railway companies party to the dispute and by the negotiating committee representing the 17 unions involved. Both parties undertook to obtain ratifications by those whom they represented.

Despite announcements earlier in the month by employee groups in Toronto and Vancouver that they would not accept the proposed contract, the general conference committee of the 17 unions on August 29 unanimously accepted the conciliation board's report.

Company nominee on the board was A. G. Cooper, Q.C., of Halifax. The unions' nominee was David Lewis, Q.C., M.P., of Toronto.

Job-Security Program

The proposed fund was one of five steps the board said should be taken to implement the objectives of the job-security program it recommended. The objectives were:

1. To mitigate hardships suffered by long-service employees when their jobs are eliminated.

2. To enable long-service employees who are being replaced and who need to be retrained to qualify for new jobs with the same employer and to enjoy a means of support while retraining.

3. To revise and adapt seniority and other rules to facilitate mobility of workers, with the intent that long-service employees shall have a preferential right to other jobs that they are capable of doing.

The board recommended that a fund be built up by each railway by the payment, beginning on January 1, 1963, of 1 cent for each hour worked (or paid for though not worked) by all its employees covered by the agreement on or after that date.

Each of these funds is to be administered by a joint committee and is to be expended in the manner decided upon by the committee for any one or more of the following purposes: severance pay for employees permanently laid off, supplementary unemployment benefit for employees temporarily laid off, retraining programs, re-allocation of employees, and such other related purposes as the committee may agree upon.

In connection with the administration of this fund, a noteworthy provision is that any matters not agreed upon by July 1, 1963 are to be submitted to a board of arbitration for final and binding settlement.

Wage Increases

The board also recommended wage increases totalling about 8 cents an hour for hourly rated employees during the life of the two-year agreement, with equivalent increases for employees on daily, weekly or monthly rates.

The wage increase is to be applied as follows: 1 per cent effective March 1, 1962; a further 1 per cent on October 1, 1962; 2 cents on January 1, 1963; and 2 cents on July 1, 1963.

As the first step in implementing the job-security program the board recommended the setting up of a joint committee or committees, composed of an equal number of representatives of the railways and of the unions, to discuss and make decisions or recommendations to their principals concerning any aspect of "job security" which the representatives of either party may wish to submit as the subject for negotiation.

The board recommended that the new agreements embodying the proposals be for a term ending December 31, 1963.

The full text of the conciliation board's report will be published in the October issue of the LABOUR GAZETTE.

U.S. Observes 25th Anniversary Of National Apprenticeship Act

The 25th anniversary of the passage of the (United States) National Apprenticeship Act and the establishment of the National Apprenticeship Program was marked in Washington on August 21.

AFL-CIO Secretary-Treasurer William Schnitzler presided over the morning session of the one-day celebration. The afternoon session was under the direction of management.

A silver anniversary dinner, with U.S. Secretary of Labor Arthur Goldberg as master of ceremonies, was addressed by AFL-CIO President George Meany.

Says Collective Bargaining Can't Solve Technological Unemployment

The problem of workers displaced by technological change cannot be dealt with effectively through collective bargaining, said Ralph Helstein, President of the United Packinghouse, Food and Allied Workers of America, in an article, "Bargaining Isn't Enough," in the summer issue of the *IUD Digest*, quarterly publication of the Industrial Union Department (AFL-CIO).

"This is a problem that must be faced by the nation as a whole," he added, and the Government must play an important role in meeting it.

In his article Mr. Helstein pointed to the meagre results of one plan that had been devised through collective bargaining. At Armour and Company, a collective agreement signed in August 1959 with the Packinghouse Workers and with the Amalgamated Meat Cutters and Butcher Workmen provided for the setting up of a tripartite committee known as the Automation Committee (L.G. 1959, p. 1018). It was composed of four representatives of the company, two from each of the two unions, and an impartial chairman (supplemented later, by agreement, by an impartial executive director).

Earlier that year the company had announced the permanent closing of six of its production plants. More than 20 per cent of the company's total plant capacity was shut down, and 5,000 employees were laid off. A year later the company closed another plant, thereby putting approximately 400 more employees out of work.

The agreement established a fund of $500,000 to finance the committee in its task of dealing with technological unemployment. The fund was accumulated by means of payments by the company of 1 cent for each hundredweight of tonnage shipped from slaughtering and meat packing plants covered by agreements with the two unions.

The closing of the plants in 1959 preceded the establishment of the committee, but at the time of the 1960 closing the committee was in existence and tried to do something for those laid off. In the late summer of 1960 it had two qualified persons at work helping the former employees to find other jobs or prepare themselves for new occupations.

The State Employment Service agreed to give aptitude tests to any displaced Armour employees who were interested in taking training, and the committee told all former employees that it would use its funds to finance the main part of the expense of any retraining.

Notice that the testing and counselling were available was sent to 431 former production workers; 170 of them completed both tests and counselling interviews; only 60 showed promise of benefitting from some form of vocational training; the remainder—65 per cent of the total—were told that the best chance of employment would be in casual manual labour.

The 60 who showed promise were given training in a variety of subjects, including typing, office methods, blueprint reading, upholstery, welding, basic electronics, beauty parlour techniques, air conditioning and auto mechanics. The Automation Committee paid up to $150—usually enough to cover the cost of the whole course—for each individual's training.

"Our last information concerning the 60 who did take retraining courses was that only eight had been able to find employment," said Mr. Helstein in his article.

Corporation Profits Decrease By 2 Per Cent in First Quarter

Corporation profits before taxes, seasonally adjusted, amounted to an estimated $942 million for the first quarter of 1962, a decrease of about 2 per cent from the 1961 fourth-quarter estimate of $961 million, the Dominion Bureau of Statistics has reported. The total for the corresponding period in 1961 was $739 million.

The decline in profits was led by the non-manufacturing sector, which showed an over-all drop of 4.1 per cent. All but two of the industry groups in the sector were down.

The service group showed the largest decline, being down 35.0 per cent from the preceding quarter. Other non-manufacturing group declines, in percentages, were: transportation, storage and communication, 11.3; wholesale trade, 9.7; finance, 5.0; mining, 2.6; and retail trade, 2.5.

The two groups with a rise in profits were the "other" non-manufacturing group, up by 24.1 per cent, and the public utility group, up 21.1 per cent.

Profits in manufacturing industries rose fractionally to $431 million from $428 million in the fourth quarter of 1961. But a number of groups in this sector showed large declines.

Profits in the wood products group rose 35.3 per cent; petroleum and coal, 30.8; foods and beverages, 14.5; paper products, 9.5; and "other" manufacturing, 7.1 per cent. Profits in the rubber products group declined 20.0 per cent.

CLC Executive Council Proposes Plan for Meeting Automation

Plans to look after the interests of workers affected by automation and technological changes were outlined in a policy statement issued by the Executive Council of the Canadian Labour Congress, which met in Ottawa last month.

The Council decided to impress on all governments the need for grants-in-aid, loans, scholarships, and financing the training of displaced workers. The CLC also suggested the provision of a basic education program to enable workers to adapt to changing skill requirements.

Provision should also be made for assistance to workers and families who found it necessary to relocate because of changes in industry, the CLC said.

The Council urged the CLC affiliates to seek increased wages or shorter hours, or both, "as mechanization and automation increase productivity."

At its summer meeting the CLC Executive Council also proposed introduction of a national contributory pension plan to supplement present old age pensions. The suggested plan would provide for:

—Contributions by employees, employers and government, though not necessarily on an equal basis. Provision would also be made for contributions by persons who are self-employed.

—Full portability so that workers could retain their pension rights regardless of job changes.

—Universal and compulsory participation by employers and employees.

—Pension payments related to earnings.

—Inclusion of survivor benefits.

—Provision for normal retirement at 65, but earlier in the event of disability.

—Provision for integration with or supplementation by existing private pension plans.

—Inclusion of a provision to protect purchasing power from loss due to inflation.

—Establishment of a minimum pension to provide a health and decency standard of retirement.

Concerning the present old age pension plan, the CLC suggested that the pensionable age, without a means test, be reduced to 65 years and that the monthly pension be increased to $75, and that there be a periodic review of national living standards so that the living standards of pensioners should not get out of line with those of others. It asked also for a program of housing suited to pensioners who could not afford suitable shelter.

The CLC urged the federal Government to make outright grants to the Unemployment Insurance Fund to maintain its ability to meet claims, such grants not to be subject to repayment but to be continued until the Unemployment Insurance Act has been amended.

Convention Resolutions

Dealing with a series of resolutions referred to it by the CLC convention in April (L.G., June, p. 605), the Council:

—Opposed the contracting out of work as a means of avoiding meeting union wages and conditions.

—Asked restrictions on trawler fishing within the 12-mile limit.

—Sought repeal of the federal sales tax on Canadian-made confectionery to place it on a more equitable basis with imported confectionery.

—Favoured exchange of trade union delegations "with those countries where trade unions function independently from their respective governments and employers."

—Proposed tightening of human rights legislation and the appointment of a citizens' advisory committee on the Canada Fair Employment Practices Act.

—Proposed that postal employees, "in the face of the Government's wage freeze," be accorded collective bargaining rights and given an "overdue" wage increase.

—Urged the Government to strengthen the position of the Canadian Broadcasting Corporation by providing for Parliamentary grants to the CBC on a five-year basis to permit long-term planning, amendments to the CBC charter to prevent political interference in the day-to-day operations of the Corporation, and tighter control of private radio and television stations.

The Executive Council, comprising the Congress officers, the four general vice-presidents and the 13 regional vice-presidents, is the governing body of the CLC between conventions.

New Parliamentary Secretary To Minister of Labour: A. D. Hales

Alfred D. Hales, Member of Parliament for Wellington South since 1957, has been appointed Parliamentary Secretary to the Minister of Labour.

Richard D. Thrasher, who previously held the post but was defeated in the June federal election, has been appointed Executive Officer to the Prime Minister.

AFL-CIO Launches Drive to Win 35-Hour Week with Same Pay

The AFL-CIO Executive Council, at its summer meeting held in Chicago last month, launched a campaign on two fronts to gain a shorter work period without reduction in take-home pay.

The Council will seek amendment of the Fair Labor Standards Act to reduce the present statutory 40-hour week to 35 hours. "To discourage evasion of our aim of a shorter work week," the Council will seek a provision in the Act for penalty pay of double time for all hours worked over 35.

AFL-CIO affiliates are to be instructed to seek shorter hours through collective bargaining.

The Council said that a reduction in the number of hours each worker spends on the job—measured either by the week or by the year—would spread the work and provide "one certain answer" to the persistent high unemployment rate.

The United States Government has often declared its opposition to any shortening of the work week. U.S. Secretary of Labor Arthur Goldberg told the meeting that the Administration could deal with any recession without the 35-hour work week.

The Council decided also to:

—Form a five-man special subcommittee to direct the drive for the shorter work week.

—Authorize the establishment of a "task force" designed "to aid, assist, advise and counsel" all affiliates in collective bargaining on the work week reduction.

—Call for extension of temporary unemployment compensation until April 1, 1963.

—Seek an immediate tax "forgiveness" of $100 for every taxpayer.

—Lay aside without discussion until the next meeting of Council—in November—the questions of filling a vacancy on the Council and of appointments to the executive board of the International Confederation of Free Trade Unions.

A report on operation of the AFL-CIO jurisdictional disputes plan (L.G., Jan., p. 38) showed that of 100 disputes filed under the plan, only 10 involved violation of the constitution.

Productivity Council's Mission Back from Europe with Ideas

The National Productivity Council's tripartite fact-finding mission to Europe (L.G., Aug., p. 909) found a "unique spirit of labour-management-government economic co-operation," which had contributed a great deal to the prosperity of the countries visited, said James A. Roberts, Deputy Minister of Trade and Commerce, who headed the mission. It returned to Canada early last month.

"But we cannot, and the countries themselves do not attribute all their prosperity to this co-operative effort," he said. A full report of the mission's findings will be submitted to the next meeting of the Productivity Council.

"We found no evidence, however, of a magic, master economic plan that would solve the economic and social problems of each country. We observed many differences, in fact, in economic planning . . . and in the degree of government direction or intervention in economic planning and development."

He stated that in all countries visited, however, there was recognition of the need for a common body to establish the economic facts of the country and the climate for collective bargaining between labour and management.

Stating that the need for strong national labour and management organizations was also widely recognized, Mr. Roberts pointed out that there is usually one confederation of all labour organizations and one confederation of all management associations that speak for each to government, and to each other.

Noting that the economic planning system practised in one country did not always appear applicable in another, he said the European experience may not be directly applicable to Canada.

Nevertheless, there were many lessons in labour-management-government co-operation and economic development to be learned from Europe, the mission believed.

New Occupational Monograph Covers Jobs in Electronics

A new vocational guidance booklet, *Electrical and Electronic Occupations,* No. 16 in the Canadian Occupations series, has been released.

The new occupational monograph is a 96-page booklet dealing with a wide variety of occupations related to electrical and electronic technology. These include electrical tradesmen and technicians, and technical workers in electric power generation, radio and television broadcasting, and telecommunications.

The new booklet replaces two earlier ones in the series, *Electrician* and *Technical Occupations in Radio and Electronics,* both of which are now obsolete. It is available from the Queen's Printer, Ottawa, at 20 cents a copy.

Changes in 1962 in Provincial Workmen's Compensation Laws

Five provinces amend Workmen's Compensation Acts, New Brunswick makes most extensive changes, after thorough review by Board in past two years. Acts of Prince Edward Island, Nova Scotia, Newfoundland, Saskatchewan also amended

At the 1962 legislative sessions, the Workmen's Compensation Acts of Newfoundland, New Brunswick, Nova Scotia, Prince Edward Island and Saskatchewan were amended.

The New Brunswick amendments were the most extensive. The Act had been subjected to a thorough review by the Workmen's Compensation Board, in consultation with groups directly concerned, during the past two years. The amendments will go into force on January 1, 1963.

The Newfoundland Act and its amendments since 1952 were consolidated. The only significant change made was a reduction of the waiting period.

Prince Edward Island enacted a Blind Workmen's Compensation Act, such as is in force in most of the other provinces, providing for the payment from the Consolidated Revenue Fund of the cost of compensation in excess of $50 to a blind workman.

Disability Benefits

Increases in Former Disability Awards

One of the principal amendments in New Brunswick was the upgrading of disability pensions in respect of past accidents.

Effective from January 1, 1963, all permanent total disability awards resulting from an accident that occurred between April 26, 1918 (when the Act first went into effect) and January 1, 1959 (when the rate of compensation for disability was raised to 75 per cent) are to be upgraded to the amount of compensation payable immediately before January 1, 1963, or $150 a month, whichever is greater.

The amending Act also provides for the upgrading of all permanent partial disability awards resulting from an accident that occurred between May 11, 1940 and January 1, 1959. (From May 11, 1940, the limit previously placed on the aggregate amount of compensation payable for permanent partial disability was removed).

For permanent partial disability that diminishes the earning capacity of the workman by more than 15 per cent, compensation is to be payable on a scale established by the Board based on 75 per cent of the average earnings of the workman at the time of the accident or 75 per cent of $150 a month, whichever is greater.

The Board was authorized to review any claim arising from an earlier accident, i.e., one occurring between April 26, 1918, and May 11, 1940. In any such case, where the workman was at one time in receipt of compensation for permanent partial disability and in the Board's opinion his earning capacity is seriously impaired, it may award him whatever monthly sum it considers just in view of his continuing disability.

Where a claim is reopened for weekly compensation after a lapse of two years, the Board may in its discretion pay compensation computed on the average earnings of the workman at the time of the reopening of the claim instead of at the date of the accident.

British Columbia and Nova Scotia are the only provinces that have increased former awards in non-fatal cases, British Columbia in 1954 (L.G. 1954, p. 1741) and Nova Scotia in 1960 and 1961 (L.G. 1960, p. 710 and 1961, p. 883).

Maximum Annual Earnings

Maximum annual earnings on which compensation is based were increased from $3,600 to $4,200 in Nova Scotia and from $4,000 to $5,000 in Prince Edward Island. The new ceiling in Prince Edward Island is to take effect from January 1, 1963. The lowest maximum set by any province is now $4,000 and the highest $6,000, with the majority (six provinces) having a $5,000 ceiling.

Average Weekly Earnings

The sections of the Saskatchewan Act setting out the compensation payable for disability were revised with respect to the manner of computing "average weekly earnings." Compensation for permanent total disability is, as before, a weekly payment equal to 75 per cent of average weekly earnings, subject to the wage ceiling provided in the Act. Compensation for permanent partial disability is a proportionate amount, depending on the impairment of earning capacity resulting from the injury.

The Act now states that "average weekly earnings" are to be 1/52 of the wages earned in the 12-month period immediately preceding the injury *or,* at the discretion of the Board, if more advantageous to the workman, 1/52 of the wages earned in *any* period of 12 consecutive months in the 36 months preceding the injury. The ceiling on earnings is now set as a weekly rather than a yearly maximum—115.38\frac{9}{13}$ a week instead of $6,000 a year.

Where a workman was not available for employment for a full 12-month period, or where, owing to the casual nature or the terms of his employment, it is impracticable to compute his average weekly earnings as above, the Board is to have regard to the average weekly earnings of other workmen during the 12 months immediately preceding the injury in the same or similar work in the same or a similar locality and to such other circumstances as it considers relevant.

Compensation for temporary total or temporary partial disability is to be awarded on the basis of the workman's rate of remuneration at the time of the injury *or* his average weekly earnings for a 12-month period, whichever is greater. (As in permanent disability cases, the Board may select the 12-month period for the computation of earnings which is most advantageous to the workman).

Clothing Allowance

The Saskatchewan Board was authorized to pay a clothing allowance to any workman for whom it has provided an artificial limb, to help defray the cost of special clothing or to compensate for undue wear on clothing. The allowance may not exceed $96 a year in the case of a leg amputation and $42 a year in the case of an arm amputation.

Injuries Aggravated by Pre-existing Condition

A new clause was added to the Prince Edward Island Act providing that, where injury resulting from an accident is aggravated by some pre-existing physical condition inherent in the workman at the time of the accident, the workman is to be compensated for the full injurious result, unless the pre-existing condition was due to an injury for which the workman had received or was receiving compensation.

A somewhat similar provision in Nova Scotia allows the Board to accept partial responsibility for a disability that is due partly to the employment and partly to other causes, or where the personal injury by accident aggravates, activates or accelerates a disease or condition existing prior to the injury. Under the new Nova Scotia provision, which is like one added to the British Columbia Act in 1959, compensation is to be payable for such proportion of the disability as may reasonably be attributed to the personal injury sustained.

New Definitions of Accident, Industrial Disease

Definitions of "accident" and "industrial disease" in the New Brunswick Act were widened, giving the Board greater scope in allowing claims for compensation.

"Accident" was formerly defined as "an unlooked for mishap or untoward event which is not expected or designed." It is now defined, as in a number of other provincial Acts, as "a wilful and intentional act, not being the act of the workman, and also includes a chance event occasioned by a physical or natural cause as well as disablement arising out of and in the course of employment, and where the disablement is caused by industrial disease, the date of the accident shall be deemed to be the date of the disablement." The inclusion of the words "as well as disablement arising out of and in the course of employment" makes it possible for the Board to grant compensation for any disablement that can be shown to have been due to the nature of a workman's employment.

"Industrial disease" was redefined to include, in addition to any disease declared to be an industrial disease by regulations, "any other disease peculiar to or characteristic of a particular industrial process, trade or occupation." Hitherto compensation has been payable for only those diseases set out in the regulations. The Board will now be enabled to grant compensation for any disease if it is satisfied that it is occupational in character.

Deleted from the Saskatchewan Act was the provision requiring a workman to have been a resident of Saskatchewan for three years preceding disablement in order to receive compensation for an industrial disease named in the schedule, unless an exception was permitted by the Board.

Serious and Wilful Misconduct

The New Brunswick provision prohibiting the payment of compensation for an accident that was intentionally caused by the workman or was due to his intoxication or serious and wilful misconduct, unless it resulted in the workman's death, was amended to permit compensation to be paid in such circumstances where the accident results in either serious and permanent

disability or death. This provision is now more like the comparable provision in the other provincial Acts.

Medical Aid

In New Brunswick, the services of a registered chiropractor within his legal jurisdiction are now included in the term "medical aid."

An amendment to the Nova Scotia Act regarding the medical review board that may be appointed by the Minister of Labour to resolve a medical dispute stated that the findings of such a board (which are final and must be accepted) are to be effective from the date on which the review board was appointed.

Rehabilitation

An amendment to the Prince Edward Island Act authorized an increase from $5,000 to $10,000 in the amount the Board may spend annually on rehabilitation services.

Waiting Period

In Newfoundland and Prince Edward Island, the waiting period was reduced from four days to one day, bringing to five the number of provinces that now have a one-day waiting period.

Death Benefits

Widows' and children's pensions were increased in New Brunswick, Nova Scotia and Saskatchewan, and in all three provinces the increases were made applicable to existing pensioners.

In New Brunswick, the costs of the retroactive increases to widows and invalid widowers provided for in 1960 (raising pensions from $50 to $60 a month) will continue to be paid from the Consolidated Revenue Fund.

Children's Allowances Payable to Age 21

A change in New Brunswick was the raising of the age limit to which children's allowances are payable, from 18 to 21 years, or, as before, until the child ceases to attend school regularly. "School" is now defined to include a university, college and all other types of occupational, trade, technical or professional training establishments.

In most provinces the age limit for the payment of children's allowances is 16 years, with the Board having discretionary power to continue benefits to the age of 18 to aid a child in continuing his education. In Saskatchewan, benefits may be paid to the age of 19 for educational purposes.

Widows' Pensions

Widows' pensions were increased from $60 to $75 a month in New Brunswick and Nova Scotia, and from $100 to $110 a month (payable to the age of 70) in Saskatchewan. In the latter province, a widow over the age of 70 receives $75 a month.

In New Brunswick, the lump sum payment to a widow was also increased—from $100 to $200.

Children's Allowances

The increases provided in children's monthly allowances were from $20 to $25 in New Brunswick, from $22.50 to $25 in Nova Scotia and from $35 to $45 in Saskatchewan. The increases for orphans were from $40 to $50 a month in New Brunswick, from $30 to $35 in Nova Scotia and from $50 to $60 in Saskatchewan.

In New Brunswick, the increases in widows' and children's pensions do not become effective until January 1, 1963.

Coverage

Learners, municipal firemen and policemen, and members of a municipal volunteer fire brigade were brought within the scope of the New Brunswick Act. In Saskatchewan, provision was made for coverage of municipal volunteer fire brigades by application.

In New Brunswick, also, the undertakings of all municipal corporations and other bodies exercising authority with respect to a municipality are now included, and any permanent boards or commissions established by the provincial or federal Government, as well as the Governments themselves, may avail themselves of the coverage of the Act.

The amendment that was added to the New Brunswick Act in 1955 (but not proclaimed) providing for compulsory coverage of farm workmen if the employer made application to the Board was deleted. As in several other provinces, farm labourers are now excluded, subject to the provision which enables an industry or workman not within the scope of Part I of the Act to be admitted by the Board on the application of the employer.

Members of the employer's family residing with him are excluded on the same conditions but the exclusion is now limited to family members under 16 years of age.

Discretionary Power to Grant Compensation

The New Brunswick Board was given discretionary power to allow a claim for compensation, notwithstanding failure to make application within the time prescribed,

if in its opinion the claim is a just one and ought to be allowed. Prevously, no claim could be accepted if not filed within the time limits set by the Act.

Accidents Occurring Outside Province

The section of the New Brunswick Act providing for the payment of compensation to workmen who work outside the province now makes provision for work in other provinces as well as those adjoining New Brunswick, referring to "another province or country" instead of to "an adjoining province or country."

The effect of this section is that, provided an employer notifies the Board that one or more of the workmen included in his payroll may be so engaged, work done in part in New Brunswick and in part in another province or country is to be considered as done in New Brunswick, and compensation is to be payable accordingly.

Further, a new provision was inserted in the Act permitting the Board to make an agreement with the workmen's compensation authority of any province or territory of Canada with a view to avoiding the duplication of assessments to which an employer might otherwise be liable in such circumstances. The Board may repay the other authority for any payment of compensation, medical aid or rehabilitation made by it under such an agreement, and may relieve an employer from assessment or reduce the amount of an assessment.

Labour Standards Legislation Enacted in Canada in 1962

Two new labour standards measures adopted and six existing statutes amended at 1962 sessions of provincial legislatures. The new Payment of Wages Act passed by British Columbia is comprehensive wage payment and wage recovery law

During the 1962 sessions of the Canadian legislatures, two new labour standards measures were adopted and six existing statutes were amended.

British Columbia passed a comprehensive new wage payment and wage recovery law, the Payment of Wages Act, and New Brunswick replaced its Vacation Pay Act.

Ontario amended its Master and Servant Act and strengthened the enforcement provisions of its Hours of Work and Vacations with Pay Act. Manitoba made a number of changes in its Employment Standards Act and also amended its Vacations with Pay Act. The Labour Provisions Ordinance of the Yukon Territory and the Saskatchewan Minimum Wage Act were also amended.

Wage Payment and Wage Recovery

British Columbia

The British Columbia Payment of Wages Act, which went into force on March 29, the date of Royal Assent, was designed to give workmen greater assurance of payment of wages.

Previously, the British Columbia Department of Labour used the penalty provisions of the Semi-monthly Payment of Wages Act, which is now repealed, to assist employees to collect earned but unpaid wages. According to a statement in the *British Columbia Government News* for last June, this was not entirely satisfactory.

In the first place, the intent of the Semi-monthly Payment of Wages Act was to fix regular paydays, not to establish wage recovery procedures. Secondly, many magistrates, as well as members of the legal profession, felt that Police Courts should not be used for the collection of debts. Consequently, the article stated, this attitude hampered the administration of the Act and decreased its effectiveness in the matter of wage protection.

The Payment of Wages Act introduces a new wage recovery procedure, which is to be administered by the Board of Industrial Relations; gives the Board authority to order the bonding of employers; makes it an offence for an employer to issue a N.S.F. cheque in payment of wages; and incorporates some of the provisions of the Semi-monthly Payment of Wages Act relating to the manner and frequency of payment of wages.

Industries Covered

The Act applies to all industries and occupations listed in a Schedule. The list of industries covered is extensive and includes: the building service industry, construction, fishing, the hotel and catering industry, the

laundry, cleaning and dyeing industry, logging, the lumber, woodworking and sawmill industry, manufacturing, the mercantile industry, mining, printing and publishing, shipbuilding, the taxicab industry, and transportation.

Office occupations are covered, as well as the following other occupations: barber, hairdresser, elevator operator and starter, cemetery worker, stationary steam engineer, fireman, oiler and special engineer, bartender, waiter and utility man.

The legislation also covers attendants and assistants employed in places where a charge for admission or service is made to the public, including employees in dance studios, zoos, physical culture and health studios and clinics and charm and modelling schools, groups not specifically listed in the previous Schedule. Other industries and occupations may be added by regulation.

Fixing of Paydays

Employers are again required to pay their employees at least as often as semi-monthly, subject to two exceptions. One is coal miners, who must be paid at least as often as fortnightly on a Saturday; the other is employees earning $6,000 or more (previously $4,000) under a yearly contract.

Wages must be paid within eight days after the expiration of each pay period, which is defined as a "period of employment not exceeding 16 consecutive days." As before, an employee who is absent on payday is entitled to payment on demand.

An employee must be paid all wages owing to him on date of separation if services are terminated by the employer, or within six days if he quits voluntarily.

Method of Payment

All wages must be paid in currency or by cheque or bill of exchange drawn upon a chartered bank or a credit union, subject to certain authorized deductions. A provision in a contract providing for any other method of payment is illegal.

The Act also makes it an offence for an employer to issue a N.S.F. cheque in payment of wages. The Saskatchewan Employees Wage Act, 1961, contains a similar provision (L.G., Oct. 1961, p. 1015).

Deductions Permitted

Certain deductions are permitted: the Act provides that an employer may honour an employee's written assignment of wages to a trade union in accordance with the Labour Relations Act; to a charitable or other organization, or to a pension or superannuation plan, provided the payments are deductible for income tax purposes under the Income Tax Act of Canada; and to a licensed insurer.

The Act also permits an assignment to any plan approved by the Board of Industrial Relations as being for the benefit of the employee. Before authorizing such deductions, the Board may examine records or hold an inquiry. It is also given discretionary power to rescind or amend an authorization.

Wage Recovery Provisions

The new wage recovery provisions enable workers to collect unpaid wages without going to the courts, thereby reducing delays and eliminating legal fees and court costs. Under the new wage recovery procedure, if the Board has received information that an employer has failed to pay all wages owing to an employee and is satisfied that the employee is not proceeding with any other action, it may issue a certificate setting forth the amount of wages due. A copy will be sent to the employer, giving him eight days in which to reply. After an investigation, including a hearing, if necessary, the Board may confirm the original certificate, issue a new certificate with a revised statement of wages owing, or drop the proceedings.

If wages remain unpaid, the Board may file the certificate, in a County Court if the amount owing does not exceed $3,000, or in the Supreme Court if the amount exceeds $3,000. Once filed, the certificate has the same force and effect as a judgment of the Court for the recovery of a debt. A point of law raised in the proceedings before the Board may be appealed to the Court of Appeal, whose decision is final.

The Board is also given power to attach money payable by a third person to an employer named in a certificate. If the Board knows that a person is indebted to the employer in question, it may require that person to pay the money, in whole or in part, depending on the amount of wages owing, directly to the Board. The Board will then apply that money to settle the unpaid wages.

Bonding of Employer

A significant new provision, asked for by the British Columbia Federation of Labour, gives the Board discretionary power to require an employer to furnish a bond or other security guaranteeing payment of wages. If the employer fails to post the required security, the Board may apply to a Judge of the Supreme Court for an order restraining the employer from carrying on business in the province until he has furnished the security and paid the costs of the application.

An employer who is unable to locate an employee in order to pay him wages must pay the money to the Board to be held in trust for the employee.

Powers of Inquiry

The Board is given wide powers of inquiry. The Board, any of its members or other authorized persons may inspect books, payrolls or other records relating to wages, hours of work or conditions of employment, take extracts and require both employers and employees to verify statements under oath or by statutory declaration.

In addition, the Board is expressly empowered to require an employer to produce records or to disclose information relating to the profit and loss and the production and operating costs in the industry, trade or business under his direction or control that, in the discretion of the Board, are considered necessary for the purposes of the Act.

Penalties

An employer who contravenes the legislation is liable to the penalties provided under the Summary Convictions Act. If convicted of failing to pay wages, he will also be ordered to pay any sums owing to an employee. In case of default, the amount owing will be levied by distress and sale of the goods and chattels of the employer.

A prosecution must be instituted within six months after the commission of the alleged offence.

No agreement can deprive an employee of his rights under the Payment of Wages Act. The legislation also prohibits an employer from discharging or otherwise discriminating against an employee because he has filed a complaint or has testified in a proceedings under the Act.

Ontario

In Ontario, the Master and Servant Act, which provides a summary procedure for the recovery of unpaid wages, was amended twice.

The first amendment, which went into force on December 15, 1961, introduced an arrest procedure, which is intended to prevent employers from leaving an area without first paying off their workmen. Under this new procedure, if a complaint has been laid and a justice of the peace thinks that the employer is about to leave the district, he may now issue a warrant for the arrest of the employer. This amendment was specifically designed to deal with itinerant employers who come in at harvest time and contract to harvest crops such as tobacco on a subcontract basis.

The second amending Act implemented two recommendations of the Royal Commission on Labour-Management Relations in the Construction Industry (the Goldenberg Commission). It raised the maximum amount of wages that may be recovered in summary proceedings in a magistrate's court from $200 to $500, and allowed proceedings to be taken within six months, instead of one month, after employment ceased or after the last instalment of wages was due, whichever happened last.

The section prohibiting contracts waiving the application of the Act was also amended to limit exemptions to managers, officers and superintendents. Previously, foremen and persons earning more than $5 a day were exempted from this provision, as well as managers and officers of a firm.

Manitoba

Several amendments to the Manitoba Employment Standards Act were also concerned with wage payment and wage recovery. If an employer has been convicted of failure to pay wages or to pay wage rates required by the Employment Standards Act or the Fair Wage Act, the Minister of Labour may now order him to deposit security with the Provincial Treasurer in an amount not exceeding $1,000. The security will be available for settlement of any order of a court for wages. An employer who employs any person before posting the required security is guilty of an offence.

(Three other provinces have also made some provision for the bonding of employers. In Saskatchewan, under the Employees' Wage Act, 1961, the Minister of Labour was given discretionary power to order defaulting employers to post security and, as noted above, the new Payment of Wages Act in British Columbia gives the Board of Industrial Relations authority to order the bonding of employers. In Alberta, under the Industrial Wages Security Act, employers in the coal mining and lumbering industries are required to furnish security before beginning operations each year unless exempted by the Minister.)

A new provision relating to overtime pay was adopted in Manitoba similar to one already in the Employment Standards Act concerning minimum wages. As a result, an employer convicted of failing to pay overtime will now be required to pay the difference between the rate paid and the overtime rate together with costs, in addition to the penalty. Such an order may not relate to wages (minimum wages or overtime pay) payable more than a year before the date of the information and complaint. Previously, a six-month limitation was placed on the amount of minimum wages that a magistrate might order an employer to pay.

Another amendment to the Manitoba Employment Standards Act states that wages owing under the Act, including overtime payments, are a debt due from the employer to an employee and may be recovered by court action. A further amendment provides that a prosecution for failure to pay the minimum wage must be instituted within one year from the date of the alleged offence.

Yukon Territory

Amendments to the Labour Provisions Ordinance of the Yukon Territory were also designed to ensure payment of wages. The Ordinance now requires every employer in the Territory to pay all wages earned during a period of employment, which may not be longer than one calendar month, within 10 days after its expiration. Previously, only mining companies were required to establish monthly paydays.

Another 1962 amendment to the Ordinance makes it mandatory for an employer to pay all wages owing upon termination of employment. A further amendment states, however, that this provision does not limit any lawful right of set-off.

Where board and lodging are furnished by the employer as a condition of employment, the Labour Provisions Ordinance now requires him to do so in a reasonable manner without charge to the employee. Previously, the legislation provided that in mining camps where more than three employees were employed, the employer was to furnish such board and lodgings as might be determined between the employer and representatives elected by the employees.

Notice of Termination

The provision in the Manitoba Employment Standards Act requiring both employers and employees to give notice of termination of employment was amended. This requirement may now be waived during the employee's first two weeks in a job unless otherwise agreed upon in writing by the employer and the employee. Also, complaints to the Minister alleging failure to give notice must now be filed within 90 days. If the complainant is an employer, he must, at the time of making his charge, deposit with the Minister an amount equal to any wages owing to the employee involved.

Vacations with Pay

New Brunswick

In New Brunswick's new Vacation Pay Act, which went into force on July 1, the major change was the abolition of the vacation stamp system.

The new Act also has a slightly broader coverage than the 1954 legislation it replaces. It applies to the peat-moss industry, as well as to construction and mining and to the processing, packing or canning of fish, fruit or vegetables (except in a potato warehouse). As before, it applies also to any employment related to construction and mining that is designated by the Lieutenant Governor in Council as being within the scope of the Act. Employees employed for less than six working days or shifts in a vacation pay year are not covered.

The Act provides the same vacation benefits as before—a weeks vacation with pay at the rate of two per cent of the employee's earnings after a years service. As formerly, an employee must have worked at least 225 working days or shifts in the vacation pay year (July 1 to June 30) in order to qualify for a vacation.

Instead of stamps, employees whose services have not been continuous must now be given their vacation pay in cash or by cheque. This rule also applies when services are terminated. An employee who does not work the 225 days or shifts necessary to qualify for a vacation must now be given his vacation pay (two per cent of earnings) within one month after the end of the vacation pay year. If services are terminated, the employee must receive his vacation pay within one month after employment ends.

Provision is made for the cashing of all outstanding stamp books and for refunding employers for stamps previously purchased. The Lieutenant Governor in Council was also authorized to make regulations to prevent inconveniences during the transitional period.

According to press reports, the Minister of Labour, who introduced the legislation, said that the stamp system had become "cumbersome, costly, inconvenient and apparently of little, if any value."

The vacation stamp system has been abolished in two other provinces. In Manitoba, the vacation stamp system previously in effect for construction workers in Greater Winnipeg was replaced in 1960 by a system under which employers remit vacation pay periodically to the Department of Labour, and payment to the employee is made by government cheque after the first of July each year. In Quebec, a revised vacation order issued in July dropped the vacation stamp system previously provided for manual workers in the building construction industry whose services were not continuous and instead requires these employees to be

given a vacation indemnity on termination of employment. New construction decrees under the Quebec Collective Agreement Act have also abolished the stamp system, most of them requiring vacation pay to be paid every payday.

The penalty provisions of New Brunswick's new Vacation Pay Act are substantially the same as before. An employer who violates the Act is again liable to a maximum fine of $500 or to imprisonment for up to 60 days. Also, the convicting magistrate may order the employer to pay vacation pay owing to an employee and, in addition, may now order an employer who has not already done so to produce for inspection all records relating to wages and vacations.

Other Provinces

In Manitoba, the provision in the Vacations with Pay Act permitting alternative vacation arrangements was reworded to make it clear that the employee's right to an annual vacation of two weeks after a years service prevails over any conflicting provision in any other Act or in any agreement or contract of service or custom.

Amendments intended to improve enforcement procedures were made to the Ontario Hours of Work and Vacations with Pay Act. One gave the Industry and Labour Board express authority to inspect records relating to wages, as well as those relating to hours.

In addition to the penalty imposed on an employer for failure to grant a vacation with pay, the magistrate must now order him to pay to the Board an amount equal to the vacation pay an employee would have received or the amount to which he would be entitled under the regulations. Under the previous wording, this was left to the magistrate's discretion and, if he ordered payment of vacation pay, the money was to be paid directly to the employee. The Goldenberg Commission recommended this change in the Act, pointing out that a fine did not serve as a deterrent as far as the irresponsible employer was concerned.

Another amendment, which also stemmed from the Goldenberg Report, gave the Board authority to order an employer to post notices in a conspicuous place for the information of his employees.

Hours, Weekly Rest, Public Holidays

In Manitoba, amendments to the Employment Standards Act strengthened the weekly rest, hours and public holidays provisions.

The weekly rest provisions, which previously applied only in the industrial areas of Manitoba, were extended to cover all parts of the province.

Exemptions from the weekly rest-day rule are again permitted, with some changes in the conditions imposed. A plant may now be exempted indefinitely or for any period fixed by the Minister, whereas previously the maximum period of exemption was one year. Also, a wider variety of conditions under which a permit of exemption may be issued, at the Minister's discretion, is now set out in the Act. Another amendment empowered the Minister to exempt an undertaking on the joint application of the employer and the bargaining agent certified for all employees in the plant.

An employee in an exempted plant is now entitled to an additional holiday without pay for every rest period he would have been granted, except for the permit, and on which he works. The amended Act further provides that these days may be accumulated.

The hours provisions, which require the payment of time and one-half the regular rate after 8 and 48 hours (44 for women), were extended to cover the Local Government District of Mystery Lake, which includes Thompson, where the plant of the International Nickel Company is located.

Another Manitoba amendment provides that the compensatory time off with pay allowed to certain classes of employees instead of overtime pay for work on a general holiday must now be granted within 30 days of the holiday, unless another date is fixed at the employee's request. As before, this provision covers workers in a continuously operating plant, a seasonal industry, amusement place, service station, hospital, hotel or restaurant and domestic servants.

Amendments to the Saskatchewan Minimum Wage Act made minor changes in the sections dealing with holidays and penalties. Under the Act, by agreement between an employer and a trade union representing a majority of the employees in a bargaining unit, another working day may be substituted for any of the eight public holidays to which employees are entitled and for which they must be paid a premium rate if required to work. A new provision permits the Minister to approve a similar substitution in workplaces where there is no union, if he is satisfied that the employer and a majority of the employees are in favour of the change.

(Continued on page 1057)

Latest Labour Statistics

(Latest available statistics at September 14, 1962)

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) ..... (000)	August	6,862	− 0.2	+ 2.4
Employed ..... (000)	August	6,582	+ 0.2	+ 3.1
Agriculture ..... (000)	August	797	+ 6.8	− 0.8
Non-agriculture ..... (000)	August	5,785	− 0.7	+ 3.7
Paid Workers ..... (000)	August	5,355	− 0.1	+ 4.0
At work 35 hours or more ..... (000)	August	5,293	+ 3.0	+ 2.0
At work less than 35 hours ..... (000)	August	597	+ 2.9	+ 10.8
Employed but not at work ..... (000)	August	692	− 18.4	+ 5.8
Unemployed ..... (000)	August	280	− 9.1	− 13.3
Atlantic ..... (000)	August	40	− 13.1	− 4.8
Quebec ..... (000)	August	96	− 11.9	− 17.3
Ontario ..... (000)	August	91	− 3.2	− 4.2
Prairie ..... (000)	August	22	− 15.4	− 31.3
Pacific ..... (000)	August	31	− 6.1	− 18.4
Without work and seeking work ..... (000)	August	263	− 9.9	− 12.6
On temporary layoff up to 30 days ..... (000)	August	17	+ 6.3	− 22.7
Industrial employment (1949 = 100)	June	124.8	+ 2.9	+ 2.9
Manufacturing employment (1949 = 100)	June	116.2	+ 2.2	+ 4.5
Immigration	1st 6 mos. 1962	34,061	—	− 7.4
Destined to the labour force	1st 6 mos. 1962	17,214	—	− 6.9
Strikes and Lockouts				
Strikes and lockouts	August	54	+ 14.9	+ 14.9
No. of workers involved	August	11,531	− 31.3	+ 42.9
Duration in man-days	August	74,540	− 44.3	+ 15.4
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	June	$81.04	+ 0.3	+ 3.2
Average hourly earnings (mfg.)	June	$1.88	− 0.5	+ 2.7
Average hours worked per week (mfg.)	June	41.1	+ 0.2	+ 0.2
Average weekly wages (mfg.)	June	$77.50	0.0	+ 3.3
Consumer price index (1949 = 100)	August	131.4	+ 0.3	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949 = 100)	June	141.7	− 0.4	+ 1.7
Total labour income $000,000	June	1,725	+ 2.9	+ 5.9
Industrial Production				
Total (average 1949 = 100)	July	182.5	− 6.4	+ 9.2
Manufacturing	July	163.0	− 7.6	+ 9.0
Durables	July	164.1	− 8.8	+ 14.6
Non-durables	July	162.1	− 6.4	+ 4.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Employment and Unemployment, August

An estimated 6,582,000 persons were employed in August, only slightly more than in July but 3.1 per cent higher than in August 1961.

Unemployment declined by 28,000 to 280,000, a considerable drop for this time of year. The decrease in unemployment was concentrated among teenagers, who had entered the job market in unusually large numbers in June and July.

The August unemployment total was 4.1 per cent of the labour force. A year earlier the rate was 4.8 per cent, and in August 1960 it was 5.3 per cent. In all regions, unemployment rates were lower than last year.

The estimated labour force* in August —6,862,000—was 158,000 higher than a year earlier. Employment was 201,000 higher and unemployment 43,000 lower than in August 1961.

Employment

Employment in agriculture increased substantially between July and August after showing a smaller-than-seasonal rise in the previous month. A significant part of the increase was among young people who were working on family farms during the school vacation.

In most non-farm industries, employment changes were in line with seasonal patterns. In total, non-farm employment declined slightly more than seasonally during the month.

The increase in total employment over the year-earlier figure was 201,000, or 3.1 per cent. In non-agricultural industries, the increase was 3.7 per cent. The largest part of the advance was in service and manufacturing. Construction employment was 5.6 per cent higher than a year earlier.

Women's employment* has shown a strong advance in recent months, largely because of a renewed upturn in service-producing industries. In August women accounted for half of the year-to-year increase in employment, as opposed to only one-fifth in May.

Employment was considerably higher than a year ago in all regions. Gains ranged from 1.8 per cent in Ontario to 4.8 per cent in Quebec and British Columbia. Activity was reported at high levels in virtually all manufacturing industries in Quebec, and in the wood products and mining industries of British Columbia.

Unemployment

In contrast to the rise that usually occurs at this time, the number of unemployed decreased by 28,000 to 280,000 during the month.† This decline followed a less-than-seasonal drop between May and July.

Virtually all of the change from July to August was in the 14- to 19-year age group.

The August unemployment estimate, 280,000, was 43,000 lower than a year ago. The total included 229,000 unemployed men (down 38,000 over the year) and 51,000 unemployed women.

Of the unemployed in August, 263,000 were without work and seeking work and 17,000 on temporary lay-off.

Of the total unemployed, 191,000, or about two-thirds, had been unemployed for three months or less. An estimated 31,000 had been seeking work from four to six months, and 58,000 for more than six months. In relation to a year ago, the largest proportional decreases were among those unemployed for periods longer than three months.

* *See* Table A-1, p. 1076.

* *See* Table A-2, p. 1077.

† *See* Table A-3, p. 1077.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	August 1962	August 1961	August 1962	August 1961	August 1962	August 1961	August 1962	August 1961
Metropolitan	.....	.....	4	5	8	7	.....	.....
Major Industrial	2	1	14	18	10	7	.....	.....
Major Agricultural	.....	.....	.....	2	13	12	1	.....
Minor	1	1	10	10	45	47	2	.....
Total	3	2	28	35	76	73	3	.....

CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec-Levis St. John's Vancouver-New Westminster →WINDSOR-LEAMINGTON	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean Oshawa	Corner Brook Cornwall Farnham-Granby Joliette Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois-Rivières	→BRANTFORD Fort William-Port Arthur Guelph →KINGSTON Kitchener London Sarnia Sudbury Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)			Barrie Brandon Charlottetown →CHATHAM Lethbridge Moose Jaw Prince Albert Red Deer Regina →RIVIERE DU LOUP Saskatoon →THETFORD-MEGANTIC & ST. GEORGES Yorkton	→NORTH BATTLEFORD
MINOR AREAS (labour force 10,000 to 25,000)	WOODSTOCK, N.B. ←	Campbellton Dawson Creek Fredericton Gaspe GRAND FALLS ← Lindsay Newcastle Prince George-Quesnel Rimouski Valleyfield	Bathurst →BEAUHARNOIS Belleville-Trenton Bracebridge Brampton Bridgewater →CENTRAL VANCOUVER ISLAND Chilliwack Cranbrook Dauphin Drumheller →DRUMMONDVILLE →EDMUNDSTON Galt Goderich Kamloops Kentville Lachute-Ste. Therese Listowel Medicine Hat Montmagny North Bay →OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince Rupert →QUEBEC NORTH SHORE →STE AGATHE-ST. JEROME St. Hyacinthe →ST. JEAN St. Stephen St. Thomas Sault Ste Marie Simcoe Sorel →SUMMERSIDE Stratford Swift Current	→KITIMAT →WEYBURN
		Group 3 (Cont.) Trail-Nelson Truro Victoriaville Walkerton Woodstock-Tillsonburg Yarmouth		

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

Rehabilitation and Sheltered Employment

Study of provincial and community sheltered employment needs and facilities has been made during past year. Conference next month will assess national situation and plan program to develop facilities to meet need shown by study

For the past year federal and provincial government officials responsible for the administration and provision of vocational rehabilitation services have been collaborating with national and provincial voluntary organizations in a study of provincial and local needs for sheltered employment facilities. The role of existing services in the vocational rehabilitation of seriously disabled persons; community needs for sheltered employment for the disabled, the aged, and other groups; and the ability of existing facilities to meet the needs of the present and the future have all been under review.

A national survey on sheltered workshops and vocational adjustment centres a few years ago showed 24 sheltered workshops employing an average of 1,200 persons a month. This is exclusive of the vocational workshops of the Canadian National Institute for the Blind. Fifty percent of those employed were considered to be terminal cases, that is, persons who because of the severity of their disability would never be able to compete on the open labour market and would continue to require sheltered environment. The earnings of employees ranged from 33 cents to $1.20 an hour.

The survey also showed that over one third of those employed found their own way to the shop. Of those who eventually found employment in industry, over one half did so through their own initiative. The survey also revealed a need for closer collaboration between the workshop and other rehabilitation services providing assessment, evaluation, medical, psychological, social and vocational information.

During the past year local and provincial organizations have been carrying out an intensive study of their own facilities and needs. This is preliminary to a conference to be held in October to assess the whole situation of sheltered employment in Canada and plan a program to develop adequate facilities to meet the needs revealed by these studies.

The federal Government, as part of its contribution to the conference, will provide the services of a specialist in the field of sheltered employment from the United Kingdom. After consultation with the British Ministry of Labour, A. E. R. Bruce, Principal and Secretary of the Queen Elizabeth Training College for the Disabled, was asked to undertake this responsibility and has agreed to do so.

He will provide information on existing services in the United Kingdom and his knowledge and judgments, backed by his years of experience, will be available for counselling and guidance in the deliberations of the conference.

The studies during the year and the discussions at this conference are expected to clarify the role and contribution of government and voluntary agencies and chart the course for the future of sheltered employment in Canada.

Sheltered Workshops in Saskatchewan

The Saskatchewan Council for Crippled Children and Adults operates sheltered workshops in Saskatoon and Regina. In Saskatoon there is a woodworking shop, a sewing shop and a ceramics manufacturing shop. The main activity of the Regina shop is repairing and re-binding of books. Some subcontract work is carried on in both shops.

The shop in Regina gives employment to 14 persons at present, the Saskatoon workshop to 30 men and women.

Joint Effort Aids Disabled in Halifax

The Junior League of Halifax and the Polio Foundation March-of-Dimes are co-sponsors of a sheltered workshop program in Halifax known as New Leaf Enterprises. Business firms, organizations and clubs have equipped this workshop.

The manager of New Leaf Enterprises is a handicapped person who, stricken by polio at the age of nine, is confined to a wheel chair.

The varied activities of the workshop provide opportunity for disabled persons to adjust or readjust to the demands of the labour market while receiving training in good work habits and skills. Twelve disabled persons have "graduated" from the workshop since it opened in May 1960 and are now employed.

Vocational Training for Older Workers

Older Worker Training Program of the Arkansas Department of Labor trains "over-45" job applicants, those whose skills have become obsolete and those lacking full physical vigour. Jobs have been found for 90 per cent of trainees

Since 1957 in Arkansas, "over-45" job applicants have been successfully trained for suitable employment.

The state's Older Worker Training Program has also helped those whose skills have become obsolete or who are without the fullest physical vigour. It has enabled mature workers to meet the needs of a changing economy. The program is administered through the Arkansas Department of Labor, but represents the joint efforts of several agencies to train and place people in new jobs.

The program was predicated on the belief that older people can learn—or relearn—the skills of an occupation or trade. Experience had shown, however, that time-honoured methods of training for traditional jobs were not always suitable for older persons. Ingenuity, imagination and flexibility were found necessary in designing training techniques that would fit in with the skills and interests of the trainees. The happy outcome—suitable employment for 90 per cent of those trained—has been the ultimate test both of older workers' potential and the use of imaginative methods.

Any person, regardless of sex, race or creed, 45 or older, who encounters difficulty in obtaining or holding a job on account of age is considered eligible to enrol in the program. Courses are available to both men and women and many trainees have been more than 70 years of age. Some applicants have been under 45.

Whether to accept applicants under the minimum age of 45 has posed a problem for the administrators of the program. Although no fixed rule has been established, the usual procedure has been to accept the younger applicants if the class of his or her choice has no more than 10 to 15 students. In addition "under minimum age" applicants must be difficult to place in employment because of physical handicaps or lack of skills. In any case, the number of students in a particular course is held down to 20 as an ideal limit.

With the exception of fees for instruction in commercial training courses, no payments are required of students. Diplomas are issued and job placements are made without charge.

Any community in Arkansas with a need for workers and some prospect of making use of the potential of older workers may set up a training program through the local Employment Security Division office. In such communities, vocational education courses, with a minimum enrolment of 10 and a maximum of 20 trainees, can be offered by district public schools.

These courses do not become an established part of the school's curriculum. Instead, they are tailored to the older trainee's interests and abilities as they relate to the existing employment opportunities in the locality.

Before starting training, trainees are given counselling and testing to reveal learning ability and aptitude. The counselling helps to guide them to the right courses for exploiting their capacities to the fullest extent.

In the course of training the older person starts to learn job skills—some rusty from disuse, some brand new, but all profitable and practical. Each course becomes a workshop for practising the fundamental techniques of the new occupation under the guidance of an expert in the field. In-service training aimed at increasing the skills of older people who are working is also encouraged.

Courses have been offered for positions in skilled trades or crafts; industrial selling, retailing or service jobs; practical nursing and home care; and companion service, to mention only a few. The most popular courses among women have been those in home care, home management and home companion service. Male applicants have shown preference for salesmanship courses in preparation for sales clerk positions. This training is directed toward developing a part-time, seasonal labour force, but many of its graduates subsequently secure permanent employment.

The program is constantly on the search for new fields of training. For example, a meeting was held with Hotel, Motel and Restaurant Association representatives. The representatives were asked for what jobs they would be willing to hire older workers. From their suggestions the following list of possible courses was made: hostess, cashier, housekeeper, elevator operator, switchboard operator, room clerk, auditor, waitress, bus boy and watchman.

Working Women in Italy

Gainfully employed women in Italy number 5¾ million, almost 27 per cent of the total labour force. About one quarter of all women over 15 years work for pay

In Italy there are 5,771,000 gainfully employed women, about 27 per cent of the total labour force. Of all women and girls over 15 years of age in the total population, about one-quarter work for pay.

Where they work—The largest number, more than two million, are employed in the service industries: 833,000 in business and commercial services, 657,000 in social welfare, 453,000 in public administration, which includes teachers, and 94,000 in miscellaneous services, including banking, insurance, finance, transport and communications.

Although 1,775,000 women are engaged in manufacturing, the proportion of women in industry has fallen steadily since the war. Large numbers, however, still work in textiles, garment making, tobacco, printing, papermaking, rubber, electrical apparatus and chemicals and pharmaceuticals. Agriculture employs almost two million women.

Their ages—The largest number of working women, one and a half million, are found in the 20 to 30 age group; more than one million are under 20 years of age. The numbers of mature women in employment are growing, however: 1,273,000 between 30 and 40; almost one million between 40 and 50; 720,000 between 50 and 60, and 333,000 who are past 60.

Protection for married women—The Italian Constitution of 1947 states: "The conditions of work shall be such as to permit [the woman worker] to fulfil her essential family functions and shall provide special and adequate protection for mother and child." Accordingly, legislation of 1950 forbids dismissal of expectant mothers and prohibits a pregnant woman from working during a period ranging from two to three months before confinement, depending on the type of work, until eight weeks after the birth of the child.

During the leave period she is entitled, if she is insured, to 80 per cent of her salary from the social insurance fund. If she is not insured the employer must pay this amount himself.

Until it is a year old, a working mother must be given two rest periods a day to feed her child. Every employer who has at least 30 women under 50 years of age in his establishment is required to provide a nursing room on the premises.

The labour inspectorate may require the employer to provide a creche for his women employees' children under the age of three. Employers are also encouraged to co-operate in equipping and running creches. If it is more feasible for women workers to use the services of creches run by voluntary welfare organizations, the employer may be required to contribute to their upkeep.

The high cost of legal protection for the working mother resulting from these regulations has tended to restrict the employment of women.

Part-time work as a means of helping women combine employment with family responsibilities is not well developed in Italy except in the textile industry and in domestic service. Part-time work in schools and hospitals is much sought after but the demand for it far exceeds the employment opportunities. Government officers and being studied by government officers and representatives of trade unions and women's organizations are studying the situation.

Their wages—Italy ratified the ILO Convention on equal pay for equal work in 1956 but already the Constitution of 1947 had adopted the principle. Equal pay is now in effect for employees of both the central and local governments. Wages of most industrial workers, however, are fixed by collective agreement.

In line with the requirements of the European Economic Community, the Ministry of Labour has been active in promoting the equal pay principle. In 1957, just after the Rome Treaty had been promulgated, it requested employers and trade unions to make every effort to negotiate agreements that would reduce the differential between men's and women's wages. Since 1960 a growing number of collective agreements have respected the equal pay principle. Others provide for the reduction of differences in remuneration and the attainment of equality by periodic increases.

Their participation in unions—About 20 per cent of the total trade-union membership in Italy is made up of women. The Italian federation of trade unions (CISL), in its trade union education program, organizes courses for men, courses for women and mixed courses at which approximately 30 per cent of the members are women. The federation is actively trying to attract more women members.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During September, October and November

(except those under negotiation in August)

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communication salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.) (traffic)
Canadian Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Iron Ore of Can., Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Montreal City, Que.	CNTU-chartered local (inside empl.)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Northern Electric (western region), Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Sask. Government	Sask. Civil Service (Ind.) (classified services)
Sask. Govt. Telephone	Communications Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)

Part II—Negotiations in Progress During August

Bargaining

Company and Location	Union
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. National Nfld. Steamship Service (CNR)	Railway, Transport & General Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dom. Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hotel Chateau Frontenac, (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier, (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
New Brunswick Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, (north. general freight), Ont.	Teamsters (Ind.)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)

Conciliation Board

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
CPR, System-wide	Trainmen (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)

Post-Conciliation Bargaining

Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Hospitals (11), Montreal & District, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)

Company and Location	Union
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During August 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ANGLO-NFLD. DEVELOPMENT, GRAND FALLS, NFLD.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 1,730 empl.—wage increases of 3¢ an hr. retroactive to June 1, 1962 and 4¢ an hr. eff. June 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); labourer's rate after June 1, 1963 will be $2.14 an hr.

ASSOCIATED CLOTHING MFRS., MONTREAL, QUE.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 5,500 empl.—wage increases of 3½% eff. Dec. 15, 1962 plus 3% eff. July 1, 1963; 7 paid holidays (formerly 6); eff. Dec. 15, 1962, employers will contribute 2½% of employees wages (formerly 2%) to Amalgamated Clothing Wkrs. Insurance Fund; termination pay of 4% of wages after 3 yrs. of service at the same plant or, in case of illness, after 1 yr. of service.

BREWERS' WAREHOUSING, PROVINCE-WIDE, ONT.—BREWERY WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,100 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1962, 8¢ an hr. eff. Jan. 1, 1963 plus 8¢ an hr. eff. Jan. 1, 1964 (hourly wage increases for mechanics to be 12¢, 10¢ and 9¢); guaranteed weekly wage of $45 in 1962, $46 in 1963 and of $47 in 1964 for single empl. ($55, $56 and $57 for married empl.) payable for 10 to 52 wks., depending on length of service; P.S.I. and Ontario Hospital Insurance premiums to be paid by the company for empl. and future pensioners; weekly sickness and accident indemnity increased to $60 (formerly $45.50); driver's wage after Jan. 1, 1964 will be $106.15 a wk.

CAN. WIRE & CABLE, LEASIDE, ONT.—U.E. (IND.): 2-yr. agreement covering 1,000 empl.—terms of settlement not immediately available.

CDN. CELANESE, SOREL, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—settlement pay of $20 for empl. with less than 8 months of service, $30 for empl. with 8 to 12 months of service and of $40 for empl. with more than 1 yr. of service; wage increases of 7¢ an hr. eff. July 1, 1962 and 5¢ an hr. eff. July 1, 1963 (skilled trades to receive an additional 5¢ an hr. on each of these dates); inequity adjustments of 2¢ to 8¢ an hr.; increases in vacation pay; modified Rand formula adopted for the first yr. of the agreement (previously voluntary irrevocable check-off) to be followed by the Rand formula in the second yr.; company and union will arrange a new group insurance plan.

CNR, CPR, & OTHER RAILWAYS—15 UNIONS (NON-OPERATING EMP.): 2-yr. agreement covering 110,000 empl.—wage increases of 1% eff. March 1, 1962 and Oct. 1, 1962 and of 2¢ an hr. eff. Jan. 1 and July 1, 1963; commencing Jan. 1, 1963, jointly administered fund providing for severance pay, supplementary unemployment benefits and the retraining and re-allocation of empl. to be established with each company contributing 1¢ per hr. worked by all empl. covered by agreements on and after this date.

CONSUMERS GLASS, VILLE ST. PIERRE, QUE.—GLASS BOTTLE BLOWERS (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—wage increases of 3% eff. Aug. 23, 1962 plus 2% eff. Nov. 1, 1963; evening and night shift premiums to be increased in 1963 to 7¢ and 9¢ respectively from 6¢ and 8¢; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); company contribution to medical and health insurance plan increased to 6¢ per hr. worked by each participating empl. (formerly 2½¢); medical and health insurance premiums to be fully paid by the company in 1963; labourer's rate after Nov. 1, 1963 will be $1.71 an hr.

COURTAULDS CANADA, CORNWALL, ONT.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 2-yr. agreement covering 1,350 empl.—wage increases of 5¢ an hr. eff. July 1, 1962 and July 1, 1963 (tradesmen to receive 6¢ an hr. additional on July 1, 1962 and 3¢ an hr. additional July 1, 1963); P.S.I. Blue Plan supersedes P.S.I. Brown Plan, company paying total premiums; labourer's rate after July 1, 1963 will be $1.85 an hr.

DAIRIES (VARIOUS), VANCOUVER & NEW WESTMINSTER, B.C.—TEAMSTERS (IND.): 1-yr. agreement covering 850 empl.—no change in wages; 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); severance pay plan instituted for wkrs. displaced by the elimination of job processes and changes in equipment or methods—to qualify, empl. must have 5 yrs. of service and be 35 yrs. of age; benefits will be 2 wks. pay for each yr. of service commencing with sixth yr. of service (maximum 20 wks. pay).

DOM. ENGINEERING WORKS, LACHINE, QUE.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—settlement pay of $23; wage increases of 8¢ an hr. eff. Aug. 7, 1962 and 5¢ an hr. eff. March 27, 1963; holidays falling on Sunday to be observed Monday and holidays occurring on Saturday to be observed Monday or Friday; 3 wks. plus 1 to 4 days' vacation after 25 to 28 yrs. of service (previous maximum was 3 wks. after 15 yrs.) and 4 wks. vacation after 29 yrs. of service; weekly sickness and accident indemnities increased; voluntary irrevocable check-off for duration of contract with 1 mo. escape clause; union representation on job evaluation committee; labourer's rate after March 27, 1963 will be $1.68 an hr.

Dom. Structural Steel, Montreal, Que.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—settlement pay of $90; co-operative wage study adopted Sept. 3, 1962, setting standard Class 1 rate at $1.69 an hr. and establishing an increment of 5½¢; standard Class 1 rate will be $1.74 an hr. eff. Dec. 1, 1963 and $1.77 an hr. eff. June 1, 1964; shift premium increased to 10¢ (formerly 8¢) eff. Sept. 3, 1962; weekly hrs. of work reduced from 41¼ to 40 with maintenance of pay; 4 wks. vacation after 25 yrs. of service (previous maximum was 3 wks. after 15 yrs.); improvements in pension and health and sickness plans.

DuPont of Can. Maitland, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—general wage increase of 2.4% amounting to 4¢, 5¢ and 6¢ an hr. depending on classification; afternoon shift premium increased to 8¢ (formerly 7¢); night shift premium remains at 9¢; labourer's rate is $1.89 an hr.

Fisheries Assn., & Cold Storage Cos., B.C.—United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.): 1-yr. agreement covering 4,500 empl.—general wage increase of 4½%; casual male labourer's rate is $1.87 an hr. and female empl. base rate is $1.61 an hr.

Fisheries Assn., B.C.—United Fishermen (Ind.) (tendermen): 1-yr. agreement covering 600 empl.—general wage increase of 4½%; cook deckhand's salary is $335.75 a mo.

Hotels & taverns (various), Toronto, Ont.—Hotel Empl. (AFL-CIO/CLC) (beverage dispensers): 3-yr. agreement covering 750 empl.—wage increases of $1.50 a wk. eff. Aug. 1, 1962 and Feb. 1, 1964; 3 wks. vacation after 12 yrs. of service (previously no provision); fully-paid health and welfare plan (employers paid 50% previously); bartender's salary after Feb. 1, 1964 will be $77 a wk.

Howard Smith Paper, Cornwall, Ont.—Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 1,200 empl.—general wage increase of 2½%, raising wages by 5 to 8 cents an hr, retroactive to May 1, 1962; evening and night shift premiums increased to 6¢ and 11¢ (formerly 5¢ and 10¢) respectively; eff. with the implementation of 7-day operations, all hourly rates will be increased by an additional 5¢ an hr. and mechanical and electrical classification rates will be adjusted by an additional 10¢ an hr; 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.) eff. May 1, 1962; company contribution to Ontario Hospital Insurance, medical plan and weekly indemnity will be $6.50 a mo. for empl. with dependents and will continue to be $4.50 a mo. for single empl.; labourer's rate is $1.92 an hr.

Interior Forest Labour Relations Assn., Southern B.C.—Woodworkers (AFL-CIO/CLC): 2-yr. agreement covering 2,500 empl.—general wage increases of 6¢ an hr. eff. Sept. 1, 1962 and 4¢ an hr. eff. Sept. 1, 1963; general labourer's rate after Sept. 1, 1963 will be $1.89 an hr.

John Inglis, Toronto, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 1,450 empl.—settlement pay of $15 for empl. who have been continuously employed since April 1, 1962 and of 72¢ a wk. for empl. hired or recalled since April 1, 1962; wage increases ranging from 4¢ to 6¢ an hr. eff. Aug. 22, 1962 and further increases of 4¢ to 6¢ an hr. eff. Aug. 23, 1964; 3 wks. vacation after 12 yrs. of service (previously after 15 yrs.); P.S.I. supersedes previous medical plan, company paying additional cost up to a maximum of 2½¢ for each regular hr. worked; hospital, medical and life insurance and sickness and accident indemnity will continue to be contributory plans; S.U.B. plan adopted, company contributing 3¢ for each regular hr. worked; pension benefits for future service increased to $2.75 a mo. per yr. of service and benefits for past service continue to be $2.40 a mo.; vesting rights for empl. 40 yrs. of age who have 15 yrs. of service; labourer's rate after Aug. 23, 1964 will be $1.81 an hr.

Ottawa City, Ont.—Public Empl. (CLC): 2-yr. agreement covering 1,800 empl.—wage increases of 2% retroactive to Jan. 1, 1962, 2% eff. July 1, 1962 plus 3% eff. Jan. 1, 1963; shift premium increased to 10¢ (previously 6¢); weekly hrs. of work reduced from 42 to 40 for regular shift wkrs. and from 40 to 35 for outside office staff; 2 wks. plus 1 to 4 days' vacation for empl. with 11 to 14 yrs. of service (empl. continue to receive 3 wks. vacation after 15 yrs. of service); labourer's rate after Jan. 1, 1963 will be $1.73 an hr.

Que. North Shore Paper, Baie Comeau, Que.—Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 1,200 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively eff. May 1, 1962; company to contribute $5 a mo. (formerly $4.50) to group medical and surgical insurance plan for married empl. and will continue to contribute $2.85 a mo. for single empl.; company will pay for 2 meals for empl. required to work 2 consecutive shifts; labourer's rate is $2.03 an hr.

Sask. Wheat Pool (Country Elevator Div.), Sask.—Sask. Wheat Pool Empl. (CLC) (operating empl.): 2-yr. agreement covering 980 empl.—wage increases of 3% the first yr. and 2% the second yr. of the agreement; new job evaluation plan adopted.

Sask. Wheat Pool (Country and Terminal Elevator Divs.), Ont. Man., Sask. & B.C.—Sask. Wheat Pool Empl. (CLC) (office empl.): 2-yr. agreement covering 500 empl.—salary increases of 3% the first yr. and 2% the second yr. of the agreement.

Steep Rock Mines, Steep Rock Lake, Ont.—Steelworkers (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—no wage changes; evening and night shift premiums increased to 7¢ and 9¢ (previously 5¢ and 7¢) respectively; 3 wks. vacation after 15 yrs. of service (previously no provision); group life insurance increased to $4,000 (formerly $3,000); weekly sickness and accident indemnity increased to $48.50 (formerly $38.50); new provision for 3 days' bereavement leave with pay; miner's rate is $2.78½ an hr.

TEAMWORK in INDUSTRY

Ten thousand persons were attracted to the recent four-day "Golden Anniversary Open House" held by Northwestern Creamery Ltd., Victoria, B.C., to mark the company's 50th year in business.

Assistant Manager Ian R. Fuller credited the success of the open house to the "terrific co-operation and teamwork" of the firm's 115 employees. Members of the company's labour-management committee assisted in planning the extensive tour arranged for visitors, and other employees acted as guides along the 22-stop route through the plant.

Commented Company President Frank Norton: "Without the whole-hearted effort of our employees it would have been impossible to receive the 10,000 visitors who attended our open house."

Speaking for the employees, members of Teamsters' Local 464, union shop steward Charles Lewis said: "We feel very proud to have had an important part in the success of our open house. After all, we employees *are* Northwestern Creamery, and all of us enjoyed celebrating this important event in our history."

* * *

The Labour-Management Advisory Committee of St. Vincent Hospital, Ottawa, listed 13 "completed achievements" in a recent annual report.

These included participation of a number of St. Vincent's graduate nurses on the committee; establishment of a new subcommittee to investigate employee accidents and recommend steps to eliminate them; revision of the hospital's manual on personnel policies; and the review of more than 60 suggestions submitted by employees on such topics as nursing, personnel services, cafeteria and canteen facilities, housekeeping, parking, insurance and pension plans.

The group also planned and staged a successful "open house" for the hospital's employees and their families.

* * *

Production and safety awards were presented during the recent labour-management and safety committees' joint annual banquet sponsored by the Vancouver, B.C., branch of Western Bridge Division, Canada Iron Foundries Ltd.

Lou Stefani of the warehouse department won the "best production" award for devising a new method of removing shot from a Wheelabrator. Bud Aubin of the assembly department received the "best safety" award for improving on the means of identifying tag lines on hand-operated cranes. Presentations were made by General Manager Ian Hamilton.

The plant's suggestion system, first proposed by the LMC, was reported to be "continuing to produce many worthwhile suggestions."

* * *

W. Stanford Reid, professor of history at McGill University, Montreal, declared recently that the Presbyterian Church should encourage co-operation between employers and employees.

"We will sabotage our economy if we continue to believe that the employee and the employer must fight each other," he said. "The Church must point out that continuous conflict does not conform with God's will."

* * *

During 1961, the 500 parks and recreation department employees of Calgary, Alta., worked 302,903 hours with only two disabling injuries.

Great progress has been made in the department's safety program over the past six years.

In 1956 the employees' accident frequency rate was 37.29. This has steadily improved to 6.52 for 1961. Frequency rate is the number of disabling injuries per million man-hours worked.

* * *

There were 1,785 entries in the Canadian National Railways' slogan contest emphasizing the importance of careful freight handling.

Charles Cutforth, an express porter at Winnipeg, won 1st prize of $150 with his entry: "Shipments Well Treated Mean Business Repeated."

Gerald McCulloch, a Montreal locomotive engineman, took 2nd prize with "Freight Is the Lifeblood of Your Railroad—Don't Spill It."

Third prize went to a Grand Trunk Western agent, Howard Corbett, at North Branch, Mich., for his breezy "Gently! Customer Inside."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board issued eight certificates designating bargaining agents and rejected one application for certification. It granted one application for revocation of certification, rejected one such application, and granted an application under Section 19 for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement. During the month the Board received 14 applications for certification, one application for revocation of certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of shedmen-drivers, shedmen and watchmen employed by Coastwise Pier Limited, Vancouver, B.C. (L.G., Aug., p. 949).

2. General Teamsters Union, Local 885 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dockmen, seasonal dockmen and seasonal ticketmen employed by BlackBall Transport, Inc., and/or BlackBall Freight Service at or on the dock of the British Columbia Toll Authority in Victoria, B.C. (L.G., Aug., p. 950).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW), on behalf of a unit of certain clerical and service employees engaged by the British Overseas Airways Corporation at the Toronto International Airport, Malton, Ont. (L.G., Aug., p. 950).

4. International Woodworkers of America, on behalf of a unit of employees of The Upper Ottawa Improvement Company, who are engaged in the towing of logs on the Ottawa River between La Cave, Que. and Ottawa, Ont. (L.G., Aug., p. 950).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees in the photographic and news departments of the Western Ontario Broadcasting Co. Ltd., Windsor, Ont. (L.G., Aug., p. 951).

6. International Association of Machinists, on behalf of a unit of maintenance employees engaged by Eastern Provincial Airways, Limited, Gander, Nfld. (see "Applications for Certification Received," below).

7. United Packinghouse, Food and Allied Workers, on behalf of a unit of technicians employed by Robin Hood Flour Mills Limited in the laboratory department of the company's plant at Humberstone, Ont. (see "Applications for Certification Received," below).

8. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of janitors and maintenance men employed by the Central Mortgage and Housing Corporation at its St. Michel Terrace Housing Project at St. Michel, Que. (see "Applications for Certification Received," below).

Application for Certification Rejected

Syndicat National des Chauffeurs de Camion du Québec, applicant, Montreal Ottawa Express Limited, Montreal, Que., respondent, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L.G., Aug., p. 950). The application was rejected for the reason that, on the evidence, it was not supported by a majority of the employees affected.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Application for Revocation Granted

The Board granted an application for revocation of certification affecting KLM Royal Dutch Airlines, applicant, and Canadian Air Line Dispatchers' Association, respondent (see "Application for Revocation of Certification Received," below).

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting P. G. Robertson, H. R. Douglas, *et al*, applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and the International Association of Machinists, respondent (L.G., Aug., p. 951). The application, which affected a unit of employees engaged in the company's Planning Department at Montreal, Que., and Winnipeg, Man., was rejected for the reason that it was premature.

In making this decision, the Board was governed by the fact that its normal policy is that an application for decertification should not ordinarily be entertained until at least 12 months have elapsed following certification, which had not been the case in this instance. The Board also noted that during the eight months between the granting of certification and the date of the application for decertification, negotiations had been carried on and a collective agreement had been signed between the company and the certified bargaining agent, the International Association of Machinists.

Application under Section 19 of Act Granted

The Board granted an application for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement between the National Association of Broadcast Employees and Technicians, applicant, and CJMS Radio Montreal Limitée, respondent (L.G., Aug., p. 951). The Board's decision

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

was made under Section 19 of the Industrial Relations and Disputes Investigation Act.

Applications for Certification Received

1. International Association of Machinists, on behalf of a unit of maintenance employees engaged by Eastern Provincial Airways, Limited, Gander, Nfld. (Investigating Officer: W. L. Taylor) (see "Applications for Certification Granted," above).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a system-wide unit of employees of various manual and clerical classifications employed by the Canadian National Railways, Montreal, Que. (Investigating Officers: G. A. Lane and G. E. Plant).

3. United Packinghouse, Food and Allied Workers, on behalf of a unit of technicians employed by Robin Hood Flour Mills Limited in the laboratory department of the company's plant at Humberstone, Ont. (Investigating Officer: A. B. Whitfield) (see "Applications for Certification Granted," above).

4. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of janitors and maintenance men employed by Central Mortgage and Housing Corporation at its St. Michel Terrace Housing Project, St. Michel, Que. (Investigating Officer: R. L. Fournier) (see "Applications for Certification Granted," above).

5. Communications Workers of America, on behalf of a unit of berthing masters employed by The Toronto Harbour Commissioners, Toronto, Ont. (Investigating Officer: T. B. McRae).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of mates and engineers employed by Northumberland Ferries Limited, Charlottetown, P.E.I. (Investigating Officer: D. T. Cochrane) (see "Applications for Certification Withdrawn," below).

7. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of dock and warehouse men employed by The Packers Steamship Company Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

8. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Transcanada Communications Ltd. (CKCK-TV), Regina, Sask. (Investigating Officer: W. E. Sproule).

9. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Calgary Television Ltd. (CHCT-TV), Calgary, Alta. (Investigating Officer: D. S. Tysoe).

10. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of longshoremen employed by Henry A. Rogers, Bathurst, N.B. (Investigating Officer: H. R. Pettigrove).

11. National Harbours Board Police Association—Port of Saint John, on behalf of a unit of harbour policemen employed by the National Harbours Board, Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

12. International Brotherhood of Electrical Workers, Local Union 344, on behalf of a unit of telephone operators employed by the British Columbia Telephone Company at its toll centre at Prince Rupert, B.C. (Investigating Officer: G. H. Purvis).

13. Building Service Employees' Union, Local 506, on behalf of a unit of building cleaners employed by Capitol Cleaners, Halifax International Airport, Kelly Lake, N.S. (Investigating Officer: D. T. Cochrane).

14. Teamsters, Chauffeurs, Warehousemen & Helpers Local Union No. 514 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Adby Construction and Transport Ltd., Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

Application for Revocation Received

KLM Royal Dutch Airlines, Montreal, Que., applicant, and Canadian Air Line Dispatchers' Association, respondent. The application was for the revocation of the certification issued by the Board on December 13, 1957, to the Canadian Air Line Dispatchers' Association in respect of a unit of flight dispatchers employed by the company at the Montreal Airport (see "Application for Revocation of Certification Granted," above).

Application for Certification Withdrawn

Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Northumberland Ferries Limited, Charlottetown, P.E.I., respondent (application received during the month).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Toronto, Hamilton and Buffalo Railway Company, Hamilton, Ont., and the Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough).

2. Burrard Inlet Tunnel & Bridge Company, North Vancouver, B.C., and Building Service Employees' International Union, Local 244 (Conciliation Officer: D. S. Tysoe).

3. Shipping Federation of British Columbia, Vancouver, and Canadian Coast Negotiating Committee of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

4. Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Traffic Employees Association (Conciliation Officer: D. S. Tysoe).

5. Canadian Pacific Air Lines, Limited, Vancouver, and Local 28 of the Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

1. Millar & Brown Ltd., Cranbrook, B.C., and Locals 987, 181 and 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., August, p. 951).

2. Vancouver Barge Transportation Limited and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie) (L.G., July, p. 836).

3. Leamington Transport (Western) Limited, Leamington, Ont., and Local 949 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., June, p. 655).

4. Civil Service Association of Canada (Quebec Harbour Police) and National Harbours Board (Conciliation Officer: C. E. Poirier) (L.G., June, p. 655).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between Sydney & Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (L.G., August, p. 973) was fully constituted in July with the appointment of His Honour Judge A. H. McKinnon of Antigonish, N.S., as Chairman. Judge McKinnon was appointed by the Minister in the absence of a joint recommendation from the other two members, Robert C. Sykes of Beaurepaire, Que., and J. L. Dubinsky, Q.C., of Halifax, who were previously appointed on the nomination of the company and union, respectively.

Conciliation Board Report Received

British Columbia Towboat Owners' Association, Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., July, p. 836). The text of the report is reproduced below.

Settlement after Strike after Board Procedure

Motor Transport Industrial Relations Bureau, (representing 47 companies within federal jurisdiction), Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., July, p. 837). Strike commenced May 29. Work resumed July 11.

Wage increases obtained by collective bargaining in the United States during the first half of 1962 have been smaller than in the corresponding period of last year or any other recent year, according to a survey by the Bureau of National Affairs. The median increase was 7.7 cents an hour, 0.6 cents less than in the first half of 1961 and 1.4 cents less than in the first half of 1960 and 1959.

In manufacturing, the median increase in the first half of 1962 was 6.8 cents; in 1961 it was 7.7 cents. In non-manufacturing, the increase was 10.2 cents in 1962, 10.4 cents in 1961.

The number of settlements that provided no immediate wage increase was small but they covered one substantial group of employees: those in the steel industry and most of those in the aluminum industry.

Report of Board in Dispute between

British Columbia Towboat Owners' Association

and

Marine Engineers, Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers

This was a Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement that the parties will accept, and to report to the Honourable Minister of Labour, pursuant to the provisions of Section 17 of the aforesaid Act.

R. A. Mahoney and N. D. Cunningham appeared for the Association. R. F. Cook and others appeared for the Brotherhood.

The parties agreed that the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matters in dispute.

The Board met with the parties on May 17, June 5 and June 7, 1962. The Board held deliberations on June 20, June 25, July 3, July 5 and July 10, 1962.

The Board was advised that the following items were in dispute:

1. Term of Agreement
2. Wages
3. Hours of Work
4. Annual Vacations
5. Monthly Leave (One-Engineer Vessels)
6. Manning
7. Seniority
8. Flat-rate Overtime
9. Statutory Holidays
10. Subsistence
11. Engineer's Duties
12. Welfare Plan
13. Leaving and Joining Vessels
14. Severance Pay
15. Taxation Clause.

The parties advised the Board that the issues in relation to subsistence (No. 10 above) and a taxation clause (No. 15) had been settled; also that tentative agreement had been reached on the matter of the 60-day relieving clause and the list of accumulated days to be submitted to the Brotherhood.

Wherefore your Board respectfully recommends that the following proposals be incorporated into the collective agreement:

1. *Term of Agreement*—That the term of the agreement be for three (3) years, effective from October 1, 1961, to September 30, 1964.

2. *Wages*—That there be a general increase in wages granted as follows: October 1, 1962—3 per cent increase; October 1, 1963—3 per cent increase.

3. *Hours of Work*—That there be no change made at the present time in relation to the weekly work hours.

4. *Annual Vacations*—That after fifteen (15) years service, engineers be granted three (3) weeks annual vacation.

5. *Monthly Leave (One-Engineer Vessels)*—That there be no change made at this time.

6. *Flat-Rate Overtime*—That engineers operating one-engineer vessels be granted a $10.00-per-month increase in first-rate overtime.

7. *Statutory Holidays*—That two statutory holidays be added—Remembrance Day in 1962, and Boxing Day in 1963.

8. *Engineers' Duties Clause*—Leave the present clause in the agreement. If any changes are to be made in this section, the Board is of the opinion that the parties themselves are the best qualified to determine what changes, if any, should be made.

9. *Welfare Plan*—It is recommended that the welfare plan as incorporated in the current agreement with the Masters & Mates Guild be put into effect for the engineers.

10. *Leaving and Joining Vessels*—In order to have uniformity of manner in which all crew members leave or join vessels, the Board recommends that the provisions applying to the Masters & Mates be incorporated as follows:

Time of Change	*Wages Earned*	*Plus Leave Earned*
For Crew Leaving Vessel Between:		
0001 and 0600K	one-quarter day	one-half day
0601 and 1200K	one-half day	one-half day
1201 and 1800K	three-quarter day	one day
1801 and 2359K	one day	one day

For Crew Joining Vessel Between:		
0000 and 0600K	one day	one day
0601 and 1159K	three-quarter day	one day
1200 and 1800K	one-half day	one-half day
1801 and 2359K	one-quarter day	one-half day

In reviewing the whole of the evidence submitted, the Board herein is of the considered opinion that the issues relating to crew requirements, manning, seniority, job security, severance pay, vessel classifications, and the issue whether all vessels over 15 tons gross registry should carry one engineer, are matters that are either of a technical or similar character, and dependent on each other to a greater or lesser degree. And as these factors are undergoing fairly rapid changes, the Board recommends that a joint committee be appointed by both parties to study these issues during the term of the agreement, to attempt to arrive at a solution which will resolve these problems.

(*Sgd.*) W. E. PHILPOTT,
Chairman

(*Sgd.*) T. E. H. ELLIS,
Member

Dated at Vancouver, British Columbia, the 10th day of July, 1962.

Supplementary Statement

The Member John E. Berry agrees with the foregoing, except that he would recommend that the $10-per-month increase in flat-rate overtime should extend to all engineers, and that all vessels over 15 tons gross should carry at least one engineer.

(*Sgd.*) JOHN E. BERRY,
Member.

During July, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the British Columbia Towboat Owners' Association, Vancouver, and the Marine Engineers, Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of W. E. Philpott, LL.B., of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., Vancouver, and John E. Berry, New Westminster, nominees of the Association and Brotherhood, respectively.

The Report is reproduced here.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Five Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in five cases, the first three and the fifth of which were heard on April 24, and the fourth on January 11.

The last two of these cases were submitted to a referee, whose award constituted the decision of the Board.

The first case was over the method of payment to unassigned through freight pool crews making a round trip between two points, the second concerned a claim for pay on account of the loss of layover by a sleeping car conductor, and the third was about the claim of a conductor for payment for an entire trip at wayfreight rates on account of having to unload merchandise en route.

The fourth case concerned the claim of a fireman to hostler's rate of pay when an employee of the mechanical department was used to perform hostling service the right to which was claimed by the fireman.

The fifth case was over the claim of two members of the Order of Railroad Telegraphers that certain positions in the Merchandise Services Department newly established by the railway company came within the scope rule of the Telegraphers' agreement, and should have been assigned to members of the Telegraphers' Union.

In the first, third and fifth cases the contention of the employees was not sustained. In the second and fourth cases the employees' contention was sustained.

Summaries of the five cases, Nos. 788 to 792, are given below.

Case No. 788—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Railroad Trainmen over method of payment to unassigned through freight pool crews operating on turnaround basis.*

Before June 24, 1961, a wayfreight crew, whose home terminal was Drummondville, was assigned to operate between Drummondville and Foster and return (a total distance of 93.2 miles). On June 24 this assignment was abolished.

On June 26, service was started between Farnham and Drummondville, a distance of 72.9 miles one way, in which through

freight trains were manned by unassigned through freight pool crews, with home terminal at Farnham, on a turnaround basis.

The crews claimed payment on a straight-away basis for a separate run (100 miles plus terminal delay) each way, but they were paid continuous time for the round trip on a turnaround basis.

The union contended that under an article of the agreement the company had no right to operate unassigned crews in and out of a recognized freight terminal on a continuous time basis, and that it had violated another article by refusing payment unless tickets were submitted on a turnaround basis.

The company stated that Drummondville was not a terminal for unassigned crews, but was simply a turnaround point. In abolishing the Drummondville-Foster run and substituting the other, the company stated that it had not simply substituted the use of an unassigned for an assigned crew, but had completely changed the character of the service. Formerly, the assigned crews had operated on a turnaround basis from Drummondville to Foster and return; but after the change the unassigned crews operated from Farnham to Drummondville and return.

The company further contended that there was nothing in the agreement to restrict its use of unassigned crews in turnaround service on a continuous time basis when the turnaround point was not a terminal for unassigned crews. Even if Drummondville had been such a terminal, the company said that, according to the Board's decision in Case No. 739 (L.G. 1960, p. 1048), it would still have been within its rights in what it had done, because the distance between Farnham and Drummondville was less than 100 miles.

The contention of the employees was not sustained.

Case No. 789—*Dispute between Canadian Pacific Railway Company (S.D. & P.C. Dept.) and Order of Railway Conductors and Brakemen over claim for payment to a sleeping car conductor for loss of layover after an intermediate trip.*

A sleeping car conductor was regularly assigned to trains between Winnipeg and Calgary, with Winnipeg as the home terminal. Nine hours after completing a regularly assigned trip he was called for an intermediate trip from Winnipeg to Calgary, because no spare conductor was available. He had been scheduled to report for his next regular trip at 8.00 p.m. three days later. He returned to Winnipeg and nine hours later resumed his next regular assignment. He made all trips in his scheduled assignment for the month in addition to the intermediate trip.

He submitted a claim for 4¾ days pay for the intermediate trip, 5½ days penalty pay for loss of layover when called for the intermediate trip, and an additional 5¼ days for loss of layover after the intermediate trip.

The company paid for 4¾ days to cover the intermediate trip and for 5½ days for the loss of layover when on the intermediate trip, but it declined to pay the claim for the 4¼ days for loss of layover after the intermediate trip.

In the employees' contention, it was pointed out that, for each seven hours of duty, the conductor receives one day's pay. The remaining 17 hours of each day are allotted to (1) rest period en route, (2) layover at the away-from-home station, and (3) layover at the home station.

To illustrate the above, the employees gave the following example: If a trip from Winnipeg to Calgary and return requires 41 hours from reporting to release time, and if 6 hours are deducted for rest en route, then the total time on duty is 35 hours. When this figure is divided by 7, it results in a cycle of 5 days for the trip, and the conductor will receive 5 days pay for it. It follows that the total of rest en route, layover at Calgary and layover at Winnipeg will be 5 times 17 hours (a day consisting of 7 hours of duty plus 17 hours for rest and layovers, as above), or 85 hours. If 6 hours are subtracted for rest en route and 4 hours for layover at Calgary, then the layover at Winnipeg must be 75 hours.

The Brotherhood contended that the conductor was called to resume his regular assignment 40 hours before expiry of the layover due him after the intermediate trip. He should have been paid for this loss of layover in accordance with the formula in an article of the collective agreement.

The company contended that the article cited by the employees did not apply because the conductor had returned from the intermediate trip "in ample time to go out on his next regular assignment." The article applies only where a regular conductor misses his next regular assignment as a result of being "doubled off" his run, the company argued.

Further, it said, the article cited applies to loss of layover in advance of regular assignments, not to loss of layover subsequent to an intermediate trip. For his loss of layover in advance of his regular assignment the conductor was paid in accordance with the article; in fact, he was paid 9 11/12

days pay for a trip with a total elapsed time of 39 hours and 5 minutes, "more than double that which would have been paid a spare conductor for the same trip had one been available."

"The employees are in fact claiming that for a total elapsed time of 39 hours, 5 minutes, the company should have paid the conductor a total of 15⅛ days pay," the railway said.

The company also quoted an article of the agreement: "The spare conductor will receive no compensation for loss of layover at home station."

Both parties presented further written and oral evidence before the Board.

The contention of the employees was sustained.

Case No. 790—*Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Railroad Trainmen concerning the claim of a conductor for payment of wayfreight rates for unloading merchandise en route.*

The conductor and crew of a passenger train, a railiner, which on two dates was required to offload merchandise at three points en route submitted a claim for payment at wayfreight rates. The company declined the claim.

The union quoted two articles of the agreement in support of the claim. One of the articles, from the conductors' schedule, stated that conductors would be paid wayfreight rates for the full trip if they loaded or unloaded wayfreight or switched, or performed a combination of these duties, at three or more points. The second article, from the trainmen's schedule, contained a similar provision regarding trainmen.

The company stated that the consignments in question had originated and been billed as LCL freight, but that in order to avoid serious delay owing to the infrequency of wayfreight service on the subdivision involved, they had been forwarded to their final destination via C.N. Express.

Such shipments became express business, and the Express Department assumed full responsibility for their transportation and received its *pro rata* share of the revenue derived from them, railway freight revenue being credited for the portion of handling done on freight trains.

The company further stated that the train on which the shipment was made was a railiner and that baggagemen on that assignment were regularly required to handle express. They were compensated for service rendered to the Express Department in accordance with the agreement covering baggagemen, flagmen and brakemen. The handling of such shipments was quite different from that given LCL traffic, in which the bills were handled by the conductor and he was responsible for dealing with the shipments, the company said.

The contention of the employees was not sustained.

Case No. 791—*Dispute between Chesapeake and Ohio Railway Company and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen,* ex parte, *over firemen's claim for day's pay when mechanical employee performed hostling work to which fireman claimed entitlement.*

A fireman was first out on the fireman's extra board at St. Thomas, Ont. He believed he had the exclusive right under the agreement to a hostling assignment, moving a diesel unit from the fuel track to the turntable. But the company used a mechanical department employee to perform the service.

The fireman submitted a claim for 100 miles at hostler's rate of pay; the company rejected the claim.

In their contention, the employees quoted a section of the agreement stating that a fireman, when examined and approved by a road foreman or engines and trainmaster, will be considered and qualified for hostling service. A further section states that eight hours or less shall constitute a day's work.

Another section of the agreement cited by the employees states that inside hostlers' duties will consist of handling engines in and about a roundhouse, ash pits, storage or shop tracks in the roundhouse territory. The section also states that, at terminals where there is insufficient work to keep hostlers handling engines during their tour of duty, additional work may be required of them, such as preparing an engine inbound or preparing it for the outgoing trip, and acting as engine watchman or performing other hostler duties as assigned by the roundhouse foreman.

The Brotherhoods quoted from a letter received from an official of the railway: "It is our opinion that the small amount of work here involved was properly performed by an employee of the mechanical department . . ." The question is not whether the work was properly performed but whether it was performed by the proper employee, they contended.

The company contended that no rule in the Firemen's agreement gives hostlers, or firemen subject to being called to work as hostlers, the exclusive right to handle engines in and about shop tracks as was done in this case. The company cited a rule in the agreement that where no hostlers are employed, firemen *may* be called in advance

of their starting time to hostle engines. This rule, it pointed out, does not provide that firemen *must* be called to do this work.

The company took the position that the engine movement required for the fueling of one diesel unit did not warrant the establishment of an eight-hour "hostler trick" or shift on any day.

The same position had been taken by the company involved in Case No. 672 (L.G. 1957, p. 335). In that case the Board directed that the parties to the dispute negotiate the number of engines handled at a given point that would warrant establishment of a hostler's position.

The Board of Adjustment referred the present dispute to a referee, whose award constituted the decision of the Board.

In his award, the referee first reproduced the applicable sections of the existing agreement. Among them was one headed "Runaround" that read: "Any fireman standing for a call, and another is called, will be considered as having been run around and will be paid accordingly . . . "

The referee also confirmed that the fireman in question was qualified and entitled to perform the hostling service when run around. In addition, he ruled that nowhere in the agreement was there a provision for mechanical department employees to act as hostlers.

The referee further disagreed with the employer's interpretation of a critical sentence of the agreement defining the duties of hostlers. The sentence reads: "Inside hostlers' duties will consist of handling engines in and about the roundhouse, ash pits, storage or shop tracks in the roundhouse territory." The company had contended that the words "will consist of" had the same meaning as "may consist of." The referee said there was no evidence showing that the words in the sentence were not intended to be used with their ordinary meaning. The duties there defined were unconditional and mandatory, said the referee. The fireman, entitled and qualified to act as a hostler in this case, was therefore entitled under the agreement to payment for runaround.

The only remaining question was the amount of the arbitrary to be granted. The company had contended that, if the fireman was entitled to a favourable award, it should not exceed 50 miles payment, because he had been used within eight hours of the incident. The rule the company quoted in support of this contention was not applicable, in the referee's opinion. He quoted an applicable section stating that the amount of a fireman's claim for having been run around while in unassigned service does not depend on the time when the fireman has started his regular day's work.

The referee held that the claim of the employee should be allowed as made.

Case No. 792—*Dispute between Canadian Pacific Railway Company (Pacific Region) and Order of Railroad Telegraphers,* ex parte, *over the assignment of certain positions in the new Merchandise Services Department.*

On August 1, 1959 on Vancouver Island, and on May 1, 1960 elsewhere in British Columbia, the Canadian Pacific Railway Company established a new Merchandise Services Department, in which it combined under a single administration the handling of less-than-carload railway freight traffic, express traffic and traffic formerly handled by wholly owned trucking subsidiaries. The Department was established in Alberta on May 1, 1961.

In many stations, the establishment of the new department had no effect on assignment of staff. But at other points, including Kelowna and Vernon, B.C., the company established separate Merchandise Services terminals under terminal managers. At such stations, the position of station agent continued.

The establishment of separate Merchandise Services terminals made redundant 14 positions held by members of the Order of Railroad Telegraphers. Ten of the displaced employees accepted alternative positions in the Merchandise Services Department.

But at Kelowna and Vernon two employees who were members of the Order of Railroad Telegraphers complained that certain positions in the new department came within the scope rule of the Telegraphers' agreement and should have been assigned to members of the Telegraphers' union.

Of the 1,172 employees who came into the new department, 802 had been represented by the Brotherhood of Railway and Steamship Clerks, 237 by the Canadian Brotherhood of Railway, Transport and General Workers, 119 by the International Brotherhood of Teamsters, and 14 by the Telegraphers. The company recognized the Railway and Steamship Clerks as bargaining agent for employees of the department and entered into a collective agreement with that union.

The Telegraphers submitted a claim for positions in the new department where the work "historically, traditionally and normally" had been done by Telegraphers, and

charged the railway with violating the current agreement with the Telegraphers by not so assigning those positions.

The dispute twice came before the Board of Adjustment. The first time the Board agreed with the company's contention that there was no dispute between it and the union within the meaning of the Memorandum of Agreement that set up the Board because the grievance had not been handled "in the usual manner" as required by the agreement. That is, the steps in the regular grievance procedure had not been followed. The Board directed that the dispute should go back to the parties to be dealt with according to the agreement.

Later, the case was again brought before the Board, but the Board was unable to come to a decision on the merits of the case, and requested the Minister of Labour for Canada to appoint a referee.

The case was finally decided by the arbitrator, whose award constituted the decision of the Board.

Union's Contention

In presenting its case to the arbitrator, the union contended that the company had violated the current agreement by:

1. Refusing to assign to Telegraphers positions in the Merchandise Services Department that comprised work "historically, traditionally and normally performed by them." The union contended that, according to the agreement, employees whom it represented historically and traditionally had the right to perform the work of handling LCL freight, carload freight, express and truck traffic at all stations of the company listed in the agreement; and that the company relinquished its right to assign this work freely when it signed the agreement.

2. Setting up separate Merchandise Service terminals at six stations where the organization represented station staffs, thus causing 14 positions to become redundant. The company had deliberately taken work away from telegraphers who had previously performed it and given it to employees represented by the Brotherhood of Railway and Steamship Clerks, the union said.

3. Failing to assign employees represented by it to new positions that had been established when the Merchandise Services Department had been set up. The union emphasized the importance of parts of the agreement which stated that the Telegraphers had the exclusive right to new positions added and to new positions created by the absorption of other lines. The establishment of the Merchandise Services Department was brought about by the company's absorbing the subsidiary Express Company and trucking companies.

The union particularly objected to the company's appointment of terminal managers to take charge of Merchandise Service terminals. It maintained that these managers were doing exactly the same type of work that station agents, which it represented, had been doing for three quarters of a century.

The union also objected strongly to the company's recognizing the Railway and Steamship Clerks as bargaining agent for the employees in the Merchandise Services Department, and to its signing an agreement with that union. The organization questioned the propriety of recognition without certification.

The employees' organization finally asked the referee to direct the company to assign positions in the Merchandise Services Department to employees represented by it, to the extent required by the agreement.

Company's Argument

The company, in its statement, began by reiterating its contention that the grievances of the two employees that formed the particular ground of the union's case had not been dealt with "in the usual manner" in accordance with the agreement that established the Board of Adjustment. Consequently, the grievances should be disallowed, it contended.

Having stated this objection, the company set out its case regarding the grievances.

One of the complaining employees contended that the position of terminal manager in the Merchandise Services Department at Vernon and Kelowna, B.C., should be assigned to members of the Order of Railroad Telegraphers, and the other employee had made the same claim regarding the positions of assistant agents, cashiers, clerks, warehousemen, etc., at these two places.

The company said the first grievance was based on the erroneous assumption that the position of terminal manager at the two places was the same as that of station agent, and thus came within the scope rule and the preamble of the agreement.

For the position of terminal manager to fall within the scope rule of the agreement, according to one of the articles of the contract, the employee assigned to it must either be on a railway telegraph or telephone service assignment, or he must be assigned to the position of station agent in a position "incorporated within the accompanying schedule of rules and wages."

The position of terminal manager, the company contended, did not meet either of these conditions. As evidence that the position was not the same as that of station agent, the company cited the fact that there was still the position of station agent at both Vernon and Kelowna, along with that of terminal manager.

Further, the duties of the two positions were different. A terminal manager was a supervisory employee, with authority to hire staff and with considerable scope in the disciplining of employees; under the Industrial Relations and Disputes Investigation Act, it was not obliged to include such a position under the scope rule of an agreement. Because of the duties assigned to him, a terminal manager was in no sense a station agent, the company said.

With regard to the other positions on the staff of the Merchandise Services Department claimed by the second complainant, the company argued that to fall within the scope rule an employee must be assigned to the duty of assisting a station agent; and since, according to its contention, a terminal manager was not a station agent, the other employees did not come under the scope rule either.

The agreement states also that "employees at stations where freight work exclusively is performed under the jurisdiction of an agent other than the station agent . . . " were not in the position of assistant agent that fell within the scope rule.

The articles in the agreement that referred to the construction or absorption of new lines, and to new positions created as a result of such construction or absorption, were irrelevant, the company contended, because the establishment of a new department was an entirely different matter.

The company objected to the "job ownership" argument that it believed the union was using. Employees who came within the scope rule were identified by means of the duties to which they were assigned and the company official under whom they worked. Duties were not the sole criterion. The jurisdiction under which a man worked was also important.

Employees in the new department performed some of the work previously done by employees in the bargaining unit represented by the Order of Railroad Telegraphers, but they also did work previously done by employees in other bargaining units.

It was clear from the context of the agreement, the company said, that employees falling within the scope of the Telegraphers' agreement were on the operating side of the railway. Employees of the Merchandise Services Department were not on the operating side, and to include them in the Telegraphers' bargaining unit would cause administrative difficulties.

The company maintained that the decision to establish an exclusive freight agency, separate and distinct from a station agency, was one for management alone to make, and one that management had in fact made for years. The Express Company had, on occasion, established exclusive express agencies at places where express work had previously been handled by a station agent and his staff. In such cases, employees covered by the agreement with the Telegraphers went under another agreement. The company saw no departure from past practice in what it had done in establishing the Merchandise Services Department.

The company also denied that the establishment of exclusive freight and express agencies had been accomplished by negotiation, as the union had contended. There was nothing in the agreement between the Canadian Pacific Express Company and the Telegraphers, or in its own agreement with the Telegraphers, that provided for negotiation of such a move.

The company protested that the union was claiming the right to represent certain employees now in positions that were included in a bargaining unit that was covered by an agreement with another union.

Contending that the employees of the Merchandise Services Department were not within the scope of its agreement with the Telegraphers, the company argued that if that organization wished to represent the employees in question, it should apply to the Canada Labour Relations Board for certification as bargaining agent. Therefore, the company said, the Railway Board of Adjustment and the referee had no authority to deal with such a question.

Referee's Decision

The referee rejected the company's contention that the grievances should be disallowed on the ground that they had not been processed in the usual manner. He said that since the Board had heard the case a second time, it evidently did not finally consider the technical objection of the company to be fatal to the union's case. Therefore, the referee said, it was proper that he should take the same view.

"If the organization is to succeed in this case it must show that the terminal managers it designates and the assistant agents, cashiers, clerks, warehousemen, etc., are within the scope of the agreement . . . " the referee said.

The position of terminal manager was, of course, not listed either under "scope" or in the wage agreement, and there was no question that a terminal manager was not

assigned to railway telegraph or telephone service. Therefore, the terminal manager was not within the scope of the agreement on either of these counts, he continued.

The referee pointed out that the union relied heavily on its contention that the title of terminal manager had been given to a position that was really exactly the same as the position of station agent. In that case, "terminal manager" would be an "additional position" within the meaning of the agreement.

On the question of a terminal manager's duties, the union and the company had offered conflicting opinions; but on the whole, the referee said, he found that the union had not answered the company's arguments effectively enough to justify him in deciding that its opinion should prevail. In particular, the union had not refuted the argument that station agents continue to exist at Vernon and Kelowna, which would show that terminal managers were not station agents.

"Furthermore, the company's explanation that, in practice, separation of freight handling and separation of express handling from the duties of a station agent has been accomplished by appointing separate agents to perform these duties, serves as a precedent supporting the propriety, under the agreement, of the company's action in this situation," the referee said.

He also found that the language of the relevant article in the agreement did not support the union's view that these separations had been accomplished by negotiation. The negotiation of new wage rates necessitated by the separation of duties was a different matter from negotiation of the separation.

"Thus I must conclude, from the information I have before me, that the organization has not shown that 'terminal manager' is just another term for 'station agent.' It follows that the position 'terminal manager' is not an 'additional position' within the meaning of Preamble 1. It follows, too, that an employee assigned to the position terminal manager is not a telegrapher within the meaning of Article 1, Definition, and that 'terminal manager' is not a telegrapher's position for the purposes [of the agreement] . . . "

Therefore, the referee said, he must dismiss the grievance of the appellant who claimed the position of terminal manager.

Since "terminal manager" was not just another name for a station agent, the referee continued, it followed that the positions listed in the grievance of the other appellant were not in the category of "assistant agent" within the meaning of the agreement, because the position of assistant agent, according to the agreement, was held by employees who assisted station agents. The employees listed in the grievance, on the other hand, assisted the terminal manager. Therefore, the referee said, the second grievance must also fail.

Finally, the referee said that he appreciated the union's view that another union was gaining at its expense, in spite of an agreement that was designed to define jurisdictions.

"Nevertheless, although the company's action may have the consequences the organization fears, there is nothing before me to show that the company violated the provisions of its agreement with the organization in assigning employees to positions in the Merchandise Services Department's terminals at Vernon, B.C., and Kelowna, B.C. Therefore I cannot direct that the railway forthwith assign such positions in the Merchandise Services Department to employees represented by the Order of Railroad Telegraphers, as the organization asks me to do."

Accident Prevention Associations Hold Annual Conference

The annual conference of Industrial Accident Prevention Associations, held in Toronto on April 16 and 17, was attended by 3,627 delegates, an attendance slightly larger than that last year. About 10 per cent of those attending were from provinces other than Ontario, or from other countries.

Awards for accident-free operations during 1961 were presented at the annual banquet. The winner of the President's Award for the best all-round improvement in plant safety records for firms operating more than 200,000 man-hours in one year was the John Inglis Company, General Engineering Division, Toronto. The R. B. Morley Award for the firm without a compensation case during 1961, and the greatest number of consecutive injury-free hours, went to Northern Electric Company, Belleville.

In the election of officers, B. D. Creighton was elected President; N. E. Russell, Honourary Treasurer; H. L. Hinchcliffe, 1st Vice-President; and H. W. Mogg, 2nd Vice-President.

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada rules illegal the discharge of employees on strike called in compliance with provisions of Ontario Labour Relations Act. Court of Queen's Bench, Quebec, rules that once arbitration board has made award, it has no right to amend it. B.C. Supreme Court upholds arbitration award

The Supreme Court of Canada has upheld the conviction of the Canadian Pacific Railway Co. for the dismissal of the employees of the Royal York Hotel in Toronto who were on strike called by the union in compliance with the provisions of the Ontario Labour Relations Act, and held that the dismissal from employment by reason only of ceasing to work as a result of the strike violated the provisions of that Act.

In Quebec, the Court of Queen's Bench ruled that, once the council of arbitration appointed under the Act respecting Municipal and School Corporations and their Employees had rendered its award stating the terms of a collective agreement binding on a municipality and its employees, it could not, by another award, amend that award, but could only interpret it and rectify a simple clerical error.

In British Columbia, the Supreme Court, upholding an arbitration award under a collective agreement, confirmed the rule that a decision of an arbitration board on a specific question of law submitted to it could not be set aside no matter how erroneous it might have been.

Supreme Court of Canada...

...upholds conviction of company for discharging employees on strike called in compliance with Act

On June 25, 1962, the Supreme Court of Canada, in a dispute between the Canadian Pacific Railway Co., the owner of the Royal York Hotel in Toronto, and Local 299, Hotel and Club Employees' Union of the Hotel and Restaurant Employees' and Bartenders' International Union, regarding the discharge from employment of the hotel employees on strike called by the union according to the provisions of the Ontario Labour Relations Act, rejected the employer's contention that the strikers had to terminate their contracts of employment before they could engage in a lawful strike.

The Court held that, since all statutory requirements had been complied with, the strike was a lawful activity of the union, and by virtue of Section 3 of the Ontario Labour Relations Act, the employees in question, as members of the union, had the right to participate in that lawful activity of the union. Consequently, the dismissals of the employees by reason only of their ceasing to work as a result of the strike were in violation of the Act.

The circumstances of the dispute were related in the LABOUR GAZETTE when the judgment of Magistrate Elmore of the Toronto Magistrate's Court and that of Chief Justice McRuer of the Ontario High Court were reported (L.G., Dec. 1961, p. 1277 and L.G., March, p. 347).

In the Court of Appeal, on February 13, 1962, Mr. Justice Roach was in substantial agreement with the judgment of Chief Justice McRuer, who had reversed an acquittal by Magistrate Elmore on charges laid by the union against the Canadian Pacific Railway Co. under the Ontario Labour Relations Act.

In his judgment, Mr. Justice Roach pointed out that, apart from the provisions contained in the Labour Relations Act, in the circumstances and facts of the dispute, it would be lawful under the common law for the employees concerned to go on strike, their purpose in so doing being not to injure the employer but to bring about what they considered to be improvements in their working conditions and monetary benefits.

Apart from the common law, Mr. Justice Roach added, the Ontario Labour Relations Act has recognized the lawfulness of a strike called in the circumstances and facts of the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

dispute under review and has expressly preserved the status of the striking employees notwithstanding the strike.

The letters dated June 26, 1961, sent by the management of the Royal York Hotel to the employees on strike, advising them either to return to work or to resign, and threatening with dismissal those who might fail to send the required notification, in the opinion of the court, constituted a threat of dismissal of the striking employees contrary to Section 50 (c) of the Labour Relations Act.

The Court of Appeal concurred with Chief Justice McRuer that the language in Section 50 (c) leaves something to be desired, but having regard to the whole Act, the Court was of the opinion that the section in question should be interpreted as though there were inserted prior to the words "to exercise any other rights under this Act" the additional words "to cease."

The letter dated July 18, 1961, dismissing the striking employees from employment, in the opinion of the court constituted a refusal by the employer to continue to employ the striking employees contrary to Section 50 (a) of the Act.

The Court of Appeal upheld the order of Chief Justice McRuer with an amendment to provide for the remission of the case to the Magistrate with a direction to record a conviction on each charge and impose such lawful penalties as he may consider appropriate. (*Regina* v. *Canadian Pacific Railway Co.*, (1962), 33 D.L.R. (2d), Part 1, p. 30.)

In the Supreme Court of Canada, Mr. Justice Locke noted that the facts disclosed did not include any information as to the terms of individual contracts of employment that might exist between the railway company and the persons whose rights it was charged were infringed by their dismissal from employment when on legal strike. If it was in law necessary that the individual contracts be terminated before these employees quit their work, a notice given at a reasonable time before they quit would be effective to terminate such contracts of employment, and such notice might properly be given on behalf of the employees by the union if duly authorized.

Considering the evidence available, Mr. Justice Locke added that it could not be concluded that taking part in the strike involved a breach of the contracts of employment of the individuals concerned. Consequently, in his opinion, the case should be decided upon the assumption that the strike of the members of the union was lawful, as had been found by Chief Justice McRuer, whose findings had been approved by the Court of Appeal.

The employees involved in the case at bar claimed that, by dismissal, their right to participate in a lawful strike had been infringed, and Section 1 (2) of the Labour Relations Act, upon which they relied as defining their legal status, must refer to such a strike. Section 1 (2) reads as follows:

> For the purposes of this Act, no person shall be deemed to have ceased to be an employee by reason of his ceasing to work for his employer as the result of a lock-out or strike or by reason only of his being dismissed by his employer contrary to this Act or to a collective agreement.

This subsection does not, in Mr. Justice Locke's opinion, continue in force such employment contract as existed as of the date of a strike. It does no more than to declare that, for the purposes of the Act, the relationship of the employer and employee continues despite the employee's ceasing to work as the result of a strike. Accordingly, each of the persons involved was an employee within the meaning of that term in Section 50 (c), and entitled to the protection afforded by it.

The relevant parts of Section 50 (a) and (c), under which the two charges were laid, read:

> S. 50. No employer . . .
>
> (a) shall refuse to employ or to continue to employ a person . . . because the person was or is a member of a trade union or was or is exercising any other rights under this Act;
>
> (c) shall seek by threat of dismissal, or by any other kind of threat . . . to compel an employee to . . . cease to be a member or officer or representative of a trade union or to exercise any other rights under this Act.

In Mr. Justice Locke's opinion, the letters written by the company on June 26 and July 18 have been properly construed as a refusal to continue to employ the persons on strike from and after July 16, by reason of the fact that they continued on strike, and the letter of June 26 as a threat of dismissal if they continued such participation.

Mr. Justice Locke did not agree with the contention that the right to strike is expressly given to employees by Section 3 of the Labour Relations Act. That section, saying that every person is free to join a trade union and to participate in its lawful activities, and Section 4, giving a similar right to persons to join an employer's organization, are equally meaningless.

In his opinion, no statutory permission is necessary to participate in the *lawful activities* of any organization. Furthermore, it is not the union that strikes, but the employees. The statute, however, implicitly recognizes that employees may lawfully strike by restricting that undoubted right during the currency of collective agreements,

during the period in which conciliation proceedings are being carried on, and for a defined period after an award.

Section 57 (2) refers in terms to a lawful strike. The objections to the legality of strikes on the ground that they are unlawful conspiracies or in restraint of trade, which might formerly be made the subject of criminal charges, have long since disappeared by reason of the provisions of the Criminal Code, and combinations of workmen formed for their own reasonable protection as such are expressly declared to be lawful by Section 411 of the Criminal Code and the predecessors of that section.

Mr. Justice Locke added that, although the right to strike existed at common law at the time of the passing of the Labour Relations Act, that right was limited and controlled in the circumstances mentioned above, and it is expressly recognized after the expiration of these periods. Striking after complying with the requirements of the statute is, in Mr. Justice Locke's opinion, exercising a right under the Act within the meaning of that expression in Section 50.

Although he considered it unnecessary for the disposition of the appeal under consideration, Mr. Justice Locke expressed his dissent from the opinion that had been stated that, if a strike is never concluded by settlement, the relationship declared by Section 1 (2) of the Act continues until the employee has either gone back to work, taken employment with other employers, died, or become unemployable.

In his opinion, when employers have endeavoured to come to an agreement with their employees and followed the procedure specified by the Labour Relations Act, they are at complete liberty, if a strike then takes place, to engage others to fill the places of the strikers. At the termination of the strike, employers are not obliged to continue to employ their former employees if they have no work for them to do because their positions have been filled. He could find no support anywhere for the view that the effect of the subsection is to continue the relationship of employer and employee indefinitely, unless it is terminated in one of the manners suggested.

Mr. Justice Cartwright, with whom the Chief Justice and Justices Taschereau and Fauteux concurred, in his reasons for judgment said that, in considering the question whether the right to strike, which the employees concerned claimed to be exercising, is a right under the Act, it must first be decided whether the strike was a lawful one. The argument that the strike was unlawful was based on the submission that, in ceasing to work, each of the employees was committing a breach of contract.

Mr. Justice Cartwright referred to some judgments in support of the proposition that a strike that would otherwise be lawful at common law becomes unlawful if the cessation of work is a breach of contract. In *Denaby and Cadeby Main Collieries Ltd.* v. *Yorkshire Miners' Association* (1906) A.C. 384, it appears that the miners who went on strike were employed under contracts requiring them to give 14 days notice of termination. They went on strike without giving any notice. Commenting on this fact, Lord Loreburn said:

> Inasmuch as the men were all working under contracts which could not be terminated except after 14 days notice, it is manifest that the abrupt cessation of work on June 29 involved a breach of contract and was unlawful.

In *South Wales Miners' Federation* v. *Glamorgan Coal Company* (1905) A.C. 239, the judgment was to the same effect. Lord Lindley said:

> To break a contract is an unlawful act, or, in the language of Lord Watson in *Allen* v. *Flood*, "a breach of contract is in itself a legal wrong."

In *Crofter Hand Woven Harris Tweed Co.* v. *Veitch*, (1942) A.C. 435, the judgments emphasize the fact that the course of conduct of the defendants, which was held not to be unlawful, did not involve any breach of contract. Lord Wright, referring to this situation, said:

> But there might be circumstances which rendered the action wrongful. The men might be called out in breach of their contracts with their employer, and that would be clearly a wrongful act as against the employer, an interference with his contractual right, for which damages could be claimed not only as against the contract breaker, but against the person who counselled or procured or advised the breach.

Mr. Justice Cartwright found nothing in the Act that would render lawful the calling of, or participation in a strike where the cessation of work was in breach of a term in the contracts under which the employees were working, requiring the giving of notice of a prescribed length before ceasing work; clear words in a statute would be required to bring about such an alteration in the law.

Mr. Justice Cartwright noted, however, that the company's attack on the legality of the strike was based not on the breach of a contractual provision, requiring the employees to give a stated length of notice before ceasing work, but rather on the view that, to remain within the law, each employee must, before or at the moment of ceasing work, terminate his contract of employment. It was said that, so long as his contract is in existence, it is his duty to

work, and failure to come to work is a breach of contract that renders the strike unlawful.

In Mr. Justice Cartwright's opinion, that would be a correct statement of the position of the parties at common law; the employee cannot have it both ways; if he is still an employee it is his duty to work, and if he refuses to work, he is in breach of the contract of employment, and the employer can treat it as at an end. But, in his opinion, the position of the parties is altered by the relevant provisions of the Act.

Section 1 (2) of the Act (previously quoted) preserves (or creates) during the continuance of a strike the relationship of employer and employee, the exact nature of which it was, in Mr. Justice Cartwright's opinion, not necessary to decide. However, in the situation under Section 1 (2), two of the main features of the ordinary relationship are absent, the employee is not bound to work and the employer is not bound to pay wages. Whatever the relationship be, it is obvious that, if the employer was entitled to terminate it on the sole ground that the employee refuses to work while the strike continues, the subsection would be rendered worthless.

The Act recognizes, Mr. Justice Cartwright continued, that strikes may be lawful or unlawful (e.g., Section 57); it forbids unlawful strikes (Section 55); it appears that it leaves it to be determined by the common law whether or not a strike is lawful; it forbids strikes that would otherwise be lawful at common law unless certain conditions have been complied with (Section 54). In the case at bar, those conditions had been fulfilled when the strike was called.

In Mr. Justice Cartwright's opinion, the strike was lawful at common law and not forbidden by the Act. That being so, the effect of Section 1 (2) of the Act is, first, to provide that, while the strike continues the employees on strike do not cease to be employees of the company, and second, to prevent the employer from terminating that employer-employee relationship by reason only of the employee's ceasing to work as the result of the strike.

Mr. Justice Cartwright was in agreement with counsel for the union that the right to strike is conferred by Section 3 of the Act, which reads:

> S. 3. Every person is free to join a trade union of his own choice and to participate in its lawful activities.

Considering the findings of facts, as made by Magistrate Elmore, the strike in question was an activity of the union and it was lawful. Section 3 of the Act conferred on the union members the right to participate in that lawful activity. Therefore, Mr. Justice Cartwright concluded, the participation in the strike by the employees was the exercise of a right under the Act. In his opinion, Magistrate Elmore erred in law in acquitting the company.

Mr. Justice Judson (with whom Justices Abbott, Martland and Ritchie concurred), found the issue in the appeal under consideration was a simple one. The collective agreement between the company and the union had expired. Every procedure required by the Act had been resorted to and every time limit had passed. The case was within Section 54 (2) of the Act, which limits the right to strike until its requirements have been complied with. But once the statutory requirements have been complied with (and that was the situation in the case under review), the strike becomes lawful under the Act.

The foundation of the right to strike is in the Act itself, said Mr. Justice Judson. The court was concerned in this appeal entirely with an alleged offence against the Act. Whatever the common law may say about strikes, the strike in question was lawful under the Act because the statutory conditions had been complied with. That being so, the company's letter of June 26 constituted an offence under Section 50 (c) of the Act, and the letter of July 18 constituted an offence against Section 50 (a).

Mr. Justice Judson agreed with Mr. Justice Cartwright in his rejection of the company's argument that before there can be a lawful strike under the Act, the strikers must terminate their contracts of employment. Such a requirement, Mr. Justice Judson added, would make nonsense of an Act that authorizes a certain course of conduct after certain things have been done and which, in addition, expressly preserves the employer-employee relationship by Section 1 (2).

Mr. Justice Judson did not consider that *South Wales Miners' Federation* v. *Glamorgan Coal Co.* and *Denaby and Cadeby Main Collieries Ltd.* v. *Yorkshire Miners' Association* (to which Mr. Justice Cartwright referred) were relevant to the issue at bar. In his view, when a collective agreement has expired, it is difficult to see how there can be anything left to govern the employer-employee relationship. Conversely, when there is a collective agreement in effect, it is difficult to see how there can be anything left outside, except possibly the act of hiring. His conclusion was that once it was made clear that the statutory requirements had been complied with, a conviction as a

result of the company's letters mentioned above follows as a matter of course and that nothing else need be considered.

The Court, in a unanimous decision, dismissed the company's appeal and upheld the ruling of Chief Justice McRuer of the Ontario High Court and of the Ontario Court of Appeal to the effect that the dismissals of employees on lawful strike violated the provisions of the Ontario Labour Relations Act. *Canadian Pacific Railway Co.* v. *Zambri*, Canadian Labour Law Reports, July 6, 1962, para. 15,407.

Quebec Court of Queen's Bench...

...rules arbitration board cannot amend its award once made, can only correct simple clerical error

On January 11, 1962, the Quebec Court of Queen's Bench allowed an appeal from a judgment of the Superior Court and ruled that a council of arbitration, appointed under the Act respecting Municipal and School Corporations and their Employees, has the right to interpret its award and to correct a simple clerical error, but not to amend it.

The municipality of Jonquière and the *Syndicat National Catholique des Employés Municipaux de Jonquière* had a collective agreement that was binding for the year 1952 and was to remain in force unless either party gave notice to the contrary. Such notice was duly given by the union in November 1952. The parties then started negotiations but were unable to reach an agreement. The matter was therefore referred to a council of arbitration in accordance with the Act respecting Municipal and School Corporations and their Employees.

In accordance with the Act, the council was composed of one representative each of the town and the union and a chairman appointed by the Minister of Municipal Affairs. They were appointed on September 23, 1953 and started sitting about a month later. The council's award, dated February 1, 1954, imposed a collective agreement on the parties.

The union demands were for higher wages and shorter hours of work. Specifically, the union had asked that the normal working week for hourly paid employees be reduced from 48 to 40 hours, with pay at the rate of time and one half for overtime work. This demand was dealt with in Section 3 of the award. Section 5 dealt with wages and granted an increase of 5 cents per hour. Section 11 provided that the agreement was to take effect retroactively to January 1, 1953, i.e., to the expiration of the previous agreement, and was to remain in effect until December 31, 1954, with provision for an automatic renewal.

The award ordered the parties to sign a collective agreement, the text of which was attached to the award. If the parties failed to sign the agreement, then the award would have the same effect as if the parties had signed.

Dealing with the hours of work, the collective agreement provided, for hourly or daily paid workers, an eight-hour working day from Monday to Friday starting at 8 a.m., and on Saturday from 8 a.m. to noon, so the working week was to be 44 hours, and any overtime was to be paid at the rate of time and one half. Article 20 of the agreement provided that it was to be retroactive to January 1, 1953, for a period of two years to December 31, 1954.

Under the term of this agreement, the plaintiff in the case at bar, who was a driver of snowplows and watering trucks, was entitled to be paid at the increased rate of $1.29 per hour for time worked up to 44 hours a week, and at the same rate plus 50 per cent for time worked in excess of 44 hours a week, the whole retroactive to January 1, 1953.

This was apparently not what the town had expected, and consequently it made a motion for the correction of the award, alleging that it was only through a clerical error that the provisions of the agreement relating to hours of work had been made retroactive. Despite the protests of the representative of the union, the other two members of the council of arbitration granted the motion and, on February 24, 1954, amended the award and the annexed agreement accordingly.

Nothing was said in the motion or in the amendment as to the retroactive date of the wage increase, but the town reasoned that if the reduction of hours was not to be retroactive, the corresponding increase in hourly rates should not be retroactive either.

In May 1956, the plaintiff brought a court action against the municipality claiming to be entitled, for the period from February 1, 1953 to February 1, 1954, to $889, being the difference between what had been paid to him by the town under its interpretation of the award as amended, and what was due to him under the terms of the agreement as annexed to the original award. The town contended that the agreement had been validly amended and that the plaintiff had been paid in full. Further, it pleaded that the award was null, having been made retroactive for a period of 13 months, whereas under Section 12 of the Act it could not be retroactive for more

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than 12 months. The plaintiff contended that the amendment to the award was invalid.

The trial judge decided that the council of arbitration had the same authority to amend its award as a court has under Article 546 C.P. that states: "The judge may, at any time, at the instance of one of the parties, correct any clerical error affecting a judgment."

Since the council had jurisdiction to amend its award, the trial judge considered that he should not review its discretion in this connection in view of the terms of Section 15 of the Act, which provided for the finality of the awards. He therefore held that the shortening of the normal working week was not retroactive. He adopted the reasoning of the town regarding the retroactivity of the wage increase and dismissed the action.

Regarding the town's contention that the whole agreement was null because it was made retroactive for 13 months, the trial judge rejected this claim and pointed out that, if the retroactivity as provided in the award was longer than permitted in the Act, the result would be to limit this retroactivity to 12 months as authorized by the Act. Probably the plaintiff was aware that he could not claim the increase retroactively beyond 12 months, because he confined his demand to the hours of work in the 12-month period.

The judgment of the trial judge dismissing the action was appealed to the Court of Queen's Bench.

In the Court of Queen's Bench, Mr. Justice Montgomery, in his reason for judgment, pointed out that the main question before the court to decide was whether the council of arbitration had the right to make an amendment to its award. The council of arbitration remained in office after the rendering of the award with power to hear any dispute that might arise as to its interpretation, but Article 17 of the agreement annexed to the award contained a limitation upon the council's authority to the effect that it had no authority either to render a decision incompatible with the terms of the agreement or to change, modify or amend any part of the agreement.

Mr. Justice Montgomery considered that the council had the right to interpret the award but not to amend it. It also had the right to correct a simple clerical error. Any body, he added, having *quasi*-judicial powers must have such a right. The right of a court to correct a clerical error is expressly recognized by Article 546 C.P. In his opinion, this article was not directly applicable to the situation at bar, but the same principle might have been applicable. However, he could see no clerical error in the award in the literal or more obvious sense; it was far from clear that there was any error in the drafting of the award, which, on the points in dispute, was as clear and unambiguous as language could make it.

Mr. Justice Montgomery did not see anything in the award that was manifestly unfair or that violated common sense. In particular, it seemed natural to have made the award retroactive. The Act specifically provides for this, though it limits the retroactivity to 12 months. He did not question the good faith of the majority of the members of the council. It would appear that after they made their award, it was brought to their attention that its retroactive features would impose upon the town a more serious financial burden than they had realized, and that to this extent there was an error in their award.

However, Mr. Justice Montgomery could not accept a contention that a tribunal could amend its decision any time that it finds that it acted without full information or complete realization of the effect of such decision. Consequently, in his opinion, in amending its award, the council acted without jurisdiction, and the plaintiff was entitled to the amount due to him under the award as originally made, but with the period of retroactivity shortened from 13 to 12 months.

Chief Justice Tremblay, in his reasons for judgment, noted that the powers of the council of arbitration that rendered the decision on February 1 and February 24 were based on the following statutes: An Act respecting Municipal and School Corporations and their Employees; An Act respecting Disputes between Employers and Employees of Municipal Public Services (the Municipal Strike and Lock-out Act); An Act respecting Councils of Conciliation and Arbitration (Quebec Trade Disputes Act); and An Act respecting the Relations between Employers and Employees (Labour Relations Act).

Under Section 3 of the Municipal and School Corporations and their Employees Act, the council of arbitration was appointed for two fiscal years to hear any dispute between the municipality and its employees.

The object of the dispute under consideration was to determine what changes should be made in the collective agreement that regulated the relations between the municipality and its employees till December 31, 1952. The purpose was to determine certain rights and obligations of the municipality and its employees for a period of 24 months starting January 1, 1953.

In determining these rights and obligations, did the council of arbitration exercise judicial powers or *quasi*-judicial, or administrative powers, or *quasi*-legislative powers?

In the opinion of Chief Justice Tremblay, the council of arbitration, in rendering its ruling on February 1, did not exercise judicial power. The council did not declare rights already in existence, but the council created certain rights. Therefore, it exercised administrative or *quasi*-legislative powers.

These administrative or *quasi*-legislative powers were conferred on the council by the provincial Legislature. This was the case of delegated legislative power and such powers have to be interpreted in a restrictive sense. The provincial Legislature conferred on the council the power to create rights by an arbitration award for a period of two years. As a result of this award, the parties acquired certain rights and there should be a clear legislative provision in order to say that the legislator granted to the council the power to take away by a subsequent award the rights already acquired. Chief Justice Tremblay did not find any such legislative provision that would apply to the case under review. Therefore, he concluded that the council of arbitration did not possess powers to change the award rendered on February 1.

Finally, Chief Justice Tremblay considered Section 15 of the Act respecting Municipal and School Corporations and their Employees, which was replaced by Section 4 of the 1952 Act to eliminate delays in the settlement of disputes between employees and employers, and which reads as follows:

S. 15. Notwithstanding any legislative provision inconsistent herewith,

a. the decisions of any council of arbitration entrusted with the hearing of a dispute between a municipal or school corporation and its employees shall be without appeal and cannot be revised by the courts;

b. no writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against such council of arbitration or against any of its members acting in their official capacity;

c. the provisions of article 50 of the Code of Civil Procedure shall not apply to the councils of arbitration contemplated in this section, or to members thereof acting in their official capacity.

The Chief Justice was aware that the course of judicial decisions established that the kind of provision quoted above does not apply in case of denial of jurisdiction. But he did not feel it was necessary to consider this matter because the terms of Section 15, in his opinion, were not applicable to the dispute at bar. Subsection (a) did not apply because the case under review was neither an appeal nor an application to revise an arbitration award; Subsection (b) did not apply because there was no question of any proceedings with respect to prerogative writs and the court action was not directed against the council of arbitration or against any member of the council; Subsection (c) did not apply because this was not an action under Article 50 of the Code of Civil Procedure.

On the other hand, the action was brought about to obtain recognition of a right created in favour of an employee by an arbitration award. Chief Justice Tremblay recognized the existence of such right as created by the award of February, and he ignored the document signed by two members of the council on February 24 because, in his opinion, this document had no judicial value, being signed by two persons who had no power to order what they intended to order.

For these reasons, the Chief Justice would allow the appeal, reverse the judgment of the Superior Court and sentence the municipality to pay the employee the sum of $889 with interests due to him according to the arbitration award of February 1.

Mr. Justice Rivard, in his reasons for judgment, while concurring with other justices that the appeal should be allowed, raised the following matters.

When on February 24, the council of arbitration changed its former award of February 1, was the council *functus officio*? Admitting that Article 546 of the Code of Civil Procedure allows the tribunal to correct a "clerical error," was the change brought by the decision of February 24 the correction contemplated by the said article of the Code?

Regarding the first question, Mr. Justice Rivard was of the opinion that, on February 24, the council of arbitration was *functus officio* after having rendered its decision regarding the dispute submitted for its consideration. In support of this conclusion, he referred to judicial decisions and also to Russell, *On Arbitration*, 15th ed. (1956), p. 266, quoting from the latter the following passage:

> The power conferred by the Section 22 is exercisable where the arbitrator is *functus officio*, for when he has made his ward he is *functus officio*. He may have power to make several awards, but even in such cases he may be *functus officio* in respect of the matters submitted to him in which he has awarded.

Regarding the second question, Mr. Justice Rivard reached the conclusion that the correction made by the council of arbitration on February 24 was not a correction of a "clerical error" that the council could rectify. In support of this conclusion, he

referred, *inter alia,* to *Paper Machinery Limited* v. *Ross Engineering Corporation* (1934) S. C. R. 186, where it was decided:

> The court has no power to amend a judgment which has been drawn up and entered, except (1) where there has been a slip in drawing it up, or (2) where there has been error in expressing the manifest intention of the court.

In Mr. Justice Rivard's opinion, the correction made by the council of arbitration in the case under review was neither the result of a mistake in calculation nor of oversight. The reading of the award of February 1 did not show any obvious error. It was possible that the council of arbitration at that time did not realize all the consequences of its award. If the council made an error it was not of the kind that the council was allowed to rectify once the ruling was made. A judge may realize that a judgment that he had rendered was faulty, but such realization does not authorize him to make a correction.

The Court, in a unanimous decision, allowed the appeal from judgment of the Superior Court, held the second arbitration award not valid, and upheld the employee's claim for the balance of wages ($889) with interests due to him as the result of the first arbitration award. *Munger* v. *Cité de Jonquière and Syndicat National Catholique des Employés Municipaux de Jonquière,* R.J. B.R. May 1962, No. 5, p. 381.

British Columbia Supreme Court...

...rules arbitration award on a specific question of law can't be set aside, no matter how erroneous

On February 9, 1962, Mr. Justice Munroe of the British Columbia Supreme Court dismissed an application to quash a ruling of the arbitration board constituted under a collective agreement, and held that when a specific question of law was submitted to a board of arbitration, its award could not be set aside, no matter how erroneous it might be.

A collective agreement between Peterson Electrical Construction Co. Ltd. and the International Brotherhood of Electrical Workers, Locals 213 and 230, provided, in Article 11, that "all employees shall be paid for all holidays as follows: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any special holiday gazetted by the provincial or federal Government."

An order-in-council published in the British Columbia Gazette declared as holidays Tuesday, December 27, 1960 and Monday, January 2, 1961, because Christmas Day, 1960 and New Year's Day, 1961 fell on a Sunday.

Article 8 of the collective agreement provided that any unresolved grievance shall be referred to a board of arbitration, whose decision shall be final and binding on both parties. Pursuant thereto, the union and the company submitted to the arbitration board, constituted under the collective agreement, the following question:

> Whether Peterson Electrical Construction Company was bound by its collective agreement to pay holiday pay for Tuesday, December 27, 1960 and Monday, January 2, 1961, in addition to the nine regular statutory holidays in each of the said years.

The majority ruling of the board was that "Tuesday, December 27, 1960, and Monday, January 2, 1961 were special holidays within the meaning of Article 11 of the collective agreement between the company and the union dated September 14, 1959, and accordingly the employees covered by the agreement should have been paid for both holidays."

The company applied to the Court under Section 14(2) of the British Columbia Arbitration Act for an order to quash the award. Section 14 (2) of the Arbitration Act reads as follows:

> Where an arbitrator or umpire has misconducted himself, or an arbitration or award has been improperly procured, the Court may set the award aside.

The company claimed that the award should be set aside on the ground that the board erred in deciding the point of law involved in the issue submitted to it for determination; that it reached its decision proceeding upon wrong principles of construction; and that the board erred in not accepting the evidence of the assistant manager of the company when he testified as to the intention of the parties in agreeing to Article 11 of the collective agreement.

The company did not claim that the board failed to answer the question specifically submitted to it. The assistant manager of the company, in his testimony before the board, said that the word "special" used in Article 11 of the agreement applied to special holidays declared in the past by the Government due to events that had occurred pertaining to Royalty, for example, the coronation of the Queen in 1953, and did not apply to holidays declared in lieu of regular holidays. In Mr. Justice Munroe's opinion, this testimony was inadmissible and no error occurred when the board failed to adopt the assistant manager's interpretation of the disputed clause.

Dealing with the company's contention that the board erred in deciding the point

of law involved in the issue submitted to it for determination, and that the board, in reaching its conclusion, proceeded upon wrong principles of construction, Mr. Justice Munroe noted that, in this respect, the company alleged that the board fell in error when attempting to determine the meaning and effect of the words "special holidays." The board interpreted not the words used in the collective agreement, but rather the words used in the proclamation.

Further, the company claimed that the board also erred when deciding that the word "special" as used in the collective agreement was redundant, and the parties had in contemplation any holiday additional to the preceding specific holiday provided that such holiday was duly gazetted. In this respect, the company relied upon the well-established rules of interpretation that it is to be presumed that every word in an agreement has some significance, and effect should, if possible, be given thereto, and the board had no right to disregard or treat as redundant the word "special" if it could give some meaning to it.

In Mr. Justice Munroe's opinion, the board did not in fact treat the word "special" as redundant or fail to give effect to it because it attributed to the words "special holidays" the meaning of "additional and as a departure from the usual or common," nor did the board fail to interpret the provisions of the collective agreement when deciding that Tuesday, December 27, 1960 and January 2, 1961 were special holidays within the meaning of Article 11 of the collective agreement and, accordingly, the employees covered by the agreement should have been paid for such holidays.

In any event, Mr. Justice Munroe concluded that the company's application had to fail because the majority of the board answered the question of law (or construction) specifically submitted to them and their award could not be set aside, no matter how erroneous it might have been.

The Court dismissed the company's application to quash the arbitration award. *Re Peterson Electrical Construction Co. Ltd. and International Brotherhood of Electrical Workers, Locals 213 and 230,* (1962), 32 D.L.R., Part 8, p. 592.

Recent Regulations under Provincial Legislation

Ontario issues comprehensive safety regulations for the construction industry
Quebec replaces vacation order, amends minimum wage order for forestry workers

In Ontario, regulations issued under the Construction Safety Act, 1961-62, prescribe the qualifications of inspectors, specify the protective clothing and devices to be provided, set out requirements for construction equipment and machinery, and lay down other detailed rules to protect workmen against construction hazards.

In Quebec, a new vacation order was issued with substantially the same benefits as before, except for the dropping of the vacation stamp system previously provided for manual workers in the building construction industry. Amendments to the minimum wage order for forestry workers clarified the provisions dealing with piecework rates and made certain other changes.

Alberta Elevators and Fixed Conveyances Act

In Alberta, the regulations respecting lifting devices previously issued under the Factories Act, which was repealed at the last session of the Legislature, have been re-issued under the new Elevators and Fixed Conveyances Act without change in the safety provisions.

The regulations dealing with belt-lifts were gazetted as Alta. Reg. 281/62 on May 31; five other regulations (Alta. Reg. 335-339/62) were gazetted on June 30. The regulations are administered by the Elevator and Fixed Conveyances Branch of the Department of Labour.

Alberta Gas Protection Act

The American Standards Association Code for Gas Transmission and Piping Systems (B.31.1.8-1958) was declared to be in force in Alberta on July 1 by an order under the Alberta Gas Protection Act gazetted on June 30 as Alta. Reg. 940/62.

Ontario Apprenticeship Act

A new regulation under the Ontario Apprenticeship Act amending the special rules for the motor vehicle repair trade was gazetted as O. Reg. 182/62 on July 28.

The term of apprenticeship in the body repair branch of the trade is now three years instead of four, if the apprentice holds a Secondary School Graduation Diploma for Auto Mechanics, Body Repair.

Ontario Construction Safety Act, 1961-62

Comprehensive new safety regulations for the construction industry, the first to be issued under the Ontario Construction Safety Act, 1961-62, were gazetted July 14, and came into force on August 1, the same day as the Act.

The Construction Safety Act, which was passed at the last session of the Legislature, implemented one of the recommendations of the Royal Commission on Industrial Safety (L.G., Dec. 1961, p. 1238). Designed to ensure safe working conditions in all sectors of the construction industry, the Act made it the duty of the employer to take every reasonable precaution for the safety of his employees; provided a penalty for a workman who endangered his own safety or that of others or who failed to wear or use prescribed protective devices or clothing; and assigned the major responsibility for enforcement to the municipalities.

A Construction Safety Branch has recently been established in the Ontario Department of Labour to enforce the Act in areas without municipal government and to aid and advise municipal officials and inspectors.

The standards to be enforced were not spelled out in the Act but were to be prescribed by regulation. When drafting the new safety rules, the Government had the advice and assistance of the Labour Safety Council of Ontario. The regulations now issued require the observance of numerous safety standards, many of them previously recommended as good practice in the Code of Construction Safety Measures set out in the National Building Code.

The regulations permit some variation in the composition of material prescribed and in the size and arrangement of the material, if the inspector is satisfied that the strength of the object and the safety of its use by workmen are not diminished.

Qualifications of Inspectors

Although the appointment of municipal inspectors is left to the municipalities, all inspectors must have the qualifications set out in the regulations.

Every construction safety inspector must be over 25 years of age, be familiar with the legislation, and must have had at least four years experience (one year if a registered professional engineer) in making safety inspections for construction workmen, in inspecting buildings or other structures, in supervising construction, or in any combination of such work.

Responsibilities of Employers

Every employer must appoint one or more competent persons, one of whom may be himself, to be in direct personal charge of workmen on each shift. It is also his duty to ensure that the prescribed equipment, materials and safeguards are provided and maintained in good condition.

In addition, the employer must keep a copy of the Act and regulations in a place accessible to his workmen and affix at the entrance to every project or at another location available to the workmen, such notice, in one or more languages, of the provisions of the legislation as will enable workmen to become acquainted with their rights, responsibilities and duties, and a notice of the name, address and telephone number of the inspector.

The regulations further stipulate that no person with authority over workmen may permit a workman to work on the project except in the manner and with the safeguards prescribed.

Personal Protective Clothing and Equipment

Personal protective clothing and equipment must be used to prevent head, eye and foot injuries, and injuries due to noxious gases, fumes, dust, or lack of oxygen. The employer must ensure that this provision is observed.

No person may work in an excavation exceeding six feet in depth, or elsewhere if he might be endangered by falling material, unless he is wearing a hard hat.

If eye injury might be caused by flying particles, hazardous substances, or harmful light or other rays, a workman must be properly protected by a screen, clear or coloured glasses, or other suitable device. Protective footwear must be worn where foot injury might result from falling or crushing objects; from hot, corrosive or poisonous substances; or from abnormally wet locations. Adequate mechanical ventilation or suitable respiratory equipment must be provided if a workman might be injured by noxious gases, fumes, dusts or lack of oxygen. No person may work or be permitted to work in any of the circumstances described above without the prescribed protective equipment.

Construction Equipment and Machinery

Safety provisions relating to the operation of construction machinery deal with automotive vehicles, power-driven cranes and shovels, pile-driving equipment, repairs to machinery, and guarding of machinery.

Only a licensed and experienced driver may operate an automotive vehicle. The wheels of a truck must be blocked while

it is being loaded on sloping ground or adjacent to an excavation, and no person may remain in or on a vehicle while it is being loaded by a power shovel or similar loading device, if the boom or the load is likely to pass over him.

Power-driven cranes, shovels and similar machines must have a ladder, or steps and a handrail, for safe and easy access to the operator's station, and the operator must be protected by a cab, screen or other overhead device. When one of these machines is in operation, no person may remain on the operating platform or within the radius of rotation of any part of the machine, unless authorized by the person in charge of the work.

When an excavating machine is not in use, the bucket must rest on the ground or other suitable support.

If the view of the operator of a crane, shovel or hoisting machine is obstructed, he must be assisted by a competent signal man. No person may ride on the load, hook or sling of a crane or other similar hoisting machine. Guide ropes or tag lines must be used to prevent rotation or other uncontrolled motion of a load being hoisted.

The working platform of a pile-driving machine must have adequate space for workmen, be provided with a guardrail, and be kept clear of ropes, tools and other materials. A wire rope or chain must be attached to the hose supplying steam or air to the hammer to prevent the hose from whipping if it becomes separated from the hammer.

A crane, hoist, derrick or other construction machine is to be carefully inspected each day before being operated. The machine is not to be used while repair or maintenance work is being done on it, and the steam or air lines are not to be repaired while subjected to internal pressure.

All machinery is to be properly guarded. No person may operate a gear, pulley, belt, chain, shaft, flywheel, saw or other mechanically-powered part of a machine that is not effectively guarded or fenced, unless it is safe because of its location or construction.

Electrical Supply

Provisions in connection with electrical hazards require the employer to take every practicable step to protect persons on the project from the dangers of electrical conductors or apparatus. Any person is prohibited from using a portable electric tool that is not effectively grounded. Areas where workmen are employed and the means of access to them must be adequately lighted.

No person may bring any object, including the boom of a crane or its load, within eight feet of an electrical power line carrying more than 750 volts, unless he has arranged for the power supply to be disconnected, or for the insulation of the conductors. This rule does not apply to a crane that is equipped with an automatic warning device or with insulation to prevent any electrical hazard. No person may operate a crane or similar lifting device closer than the length of the boom to the power line unless there is another person stationed near to warn him of danger.

Temporary Building Structures

Sufficient bracing and supports must be provided to ensure that the project will safely support all loads that it may have to bear.

Means of access to workplaces by a stair, runway, ramp, scaffold or ladder must be provided and maintained in a safe condition. There must be sufficient means of egress so that workmen can be safely evacuated from any floor in an emergency.

The maximum ascent by ladder is 60 feet, and ladders must conform to detailed specifications.

When any work on a building has reached a height of more than 60 feet above ground level, permanent or temporary stairs not less than 44 inches wide are to be provided; stairs and landings must be designed and constructed to support safely a live load of 100 pounds per square foot. Treads and risers must be uniform in width, length and height in any one flight, and a number of other specifications must be met.

Platforms, runways and ramps are to be designed, constructed and maintained so as to support safely any load to which they may be subjected and must meet certain requirements as to width and slope, and, in specified situations, must be equipped with a guardrail.

Where work cannot be safely done on or from the ground or from a building or other permanent structure, a safe scaffold must be provided. An employer is required to designate an experienced person, who may be himself, to supervise the installation of a scaffold and its use and removal. A number of general rules applicable to all scaffolds are laid down, among them the rule that a scaffold must be capable of supporting four or more times the maximum loading to which it may be subjected.

Specific standards are set out governing the materials to be used for all the common types of scaffolds and their design and construction. On a suspended scaffold, that is, a scaffold hung from overhead supports

by ropes or cables and capable of being moved up and down, each workman, where practicable, is to use a safety belt securely attached to a vertical manilla rope, $\frac{5}{8}$ inch or more in diameter, and properly fastened overhead to the project.

On a carpenter's bracket scaffold (a scaffold supported by triangular frames projecting from a wooden wall), not more than two workmen may occupy the same panel between brackets at the same time, and the loading is not to exceed 50 pounds per square foot.

One of the provisions concerning boatswains' chairs stipulates that the user must have a rope or strap guard across the front and rear of the seat unless he is wearing a safety belt attached to the lower tackle hook or to an overhead fixed support.

During construction of a building, temporary or permanent flooring must be installed in the manner specified, so that no steel erector is required to work more than two storeys or the vertical distance between column splices above the flooring, and at each floor level where other work is in progress.

Every opening in a floor or other surface used by workmen, unless protected by a guardrail, must be covered with securely fastened planks or other material capable of supporting any potential load. The regulations also define other places where guardrails must be provided and give specifications for them.

Housekeeping, Storing of Materials

Housekeeping provisions deal with the elimination of hazards on stairs and other walkways, removal of debris and nails, the location, collection and storage of tools; and the use of danger signs.

Where a temporary storage structure is used, it must be designed to withstand the loads imposed upon it. Loads must not exceed safe limits in either a temporary or permanent place of storage.

It is forbidden to store, stack or pile any building material within six feet of a floor or roof opening, the open edge of a floor or roof, or an excavation. Other provisions set out requirements for the piling of lumber and bagged materials and the stacking of masonry units, reinforcing steel and pipe.

Sanitation

Sanitation provisions stipulate that toilet accommodation of a specified standard is to be provided or made available to the workmen on a project, and an adequate supply of drinking water, obtained from a piping system or from a covered container with a faucet, must be provided. For workmen who use or handle corrosive, poisonous or other dangerous substances, there must be washing facilities with adequate clean water, soap and individual towels.

Fire Protection

Fire protection regulations relate to the provision, location, care and maintenance of fire extinguishers, and to the installation of standpipes.

At least one water-type fire extinguisher with a capacity of two imperial gallons must be provided in every workshop; in every storage building for combustible materials; where welding or flame-cutting operations are carried on; and in an enclosed building, on each storey with a floor space of 5,000 square feet or less, with an additional extinguisher for each additional 5,000 square feet.

One or more, 4-pound capacity, dry chemical extinguishers, or other equally effective extinguishers, must be provided where flammable liquids are stored or handled; oil or gas-fired heating equipment is operated; or a tar or asphalt kettle is used.

Temporary Heating Devices

Rules are laid down for the location and operation of temporary fuel-fired heating devices.

It is prohibited to store more than one day's fuel supply in a building or structure, except in a fire-resistive room constructed for the purpose. It is also forbidden to store fuel or locate a heating device in or adjacent to a means of egress.

Excavations

Safety provisions for excavations impose certain duties on the person in charge of the project. He has a general responsibility not to allow any person to enter or remain in an excavation if the provisions of the regulations are not being carried out. In addition, no person may begin an excavation until all gas, electrical and other services dangerous to the workmen have been shut off and disconnected.

Excavation work may not be carried on if it endangers the stability of an adjacent building. The walls of trenches must be cut to form a stable slope, be adequately supported by sheet-piling, or be shored and braced to withstand all loads likely to be imposed on them. The person in charge of the work must ensure that the stability of the walls is not endangered by placing vehicles or machinery too close to them.

Adequate ventilation of excavations is essential. The person in charge of the work must ensure that the safety of workmen

is not endangered by harmful gases or fumes, and, if gases or fumes exist in an excavation, suitable mechanical ventilation must be provided. It is forbidden to operate an internal combustion engine in an excavation unless steps are taken to ensure that exhaust gases and fumes do not accumulate. The person in charge of rock-drilling operations must ensure that an adequate supply of water is available at the drill hole to eliminate dust hazards to workmen.

An excavation must be properly fenced, guarded or barricaded to prevent persons from falling into it. The sides of an excavation and all piles of excavated or other material must be marked by lighted lanterns or flares when operations are suspended and during darkness.

Use of Explosives

Definite obligations are imposed on the person in charge of work that involves the use of explosives. He is prohibited from allowing or designating an inexperienced person, unless personally supervised by an experienced person, to handle, transport, prepare or use dynamite or other high explosives; he must post in the field office and at magazines the names of persons authorized to perform these duties; and he must designate one person to be in charge of blasting operations, who must enforce his orders and directions and supervise the fixing of charges and other blasting operations.

Demolition

The regulations governing the demolition of buildings and structures set out requirements with respect to certain preliminary and general precautions, structural devices employed in demolition, removal of components of the structure being demolished, and mechanical demolition.

No person may begin demolition of a building or structure until he has taken measures to prevent injury to any person in or near the project or on the adjoining property. Also, arrangements must have been made to disconnect and cap gas, water, steam and other services to the project.

If a structure to be demolished has been damaged previously and may collapse accidentally, it must be temporarily braced or shored, or other measures must be taken to prevent injury to workmen while it is being demolished.

During demolition operations no workman may enter or be permitted to enter any area where he might be injured by materials or debris.

Provisions concerning structural devices employed in demolition deal with means of egress, supports for hoisting equipment, and temporary flooring and scaffolding. During demolition operations every means of egress must be protected from falling material. Derricks and other hoisting equipment must be adequately supported. No workman may stand on top of a wall, pier or chimney to remove material from it, unless there is safe flooring, scaffolding or staging on all sides within 12 feet from where he is working. Scaffolding must be self-supporting and independent of the structure being demolished.

With respect to the removal of structural components, all glass must be removed before demolition commences. The work must then proceed from the highest to the lowest point of the project; in steel skeleton type buildings, however, if the masonry and other loose material are removed from the top to the bottom, the steel frame may be left in place during demolition of the masonry.

The work above each tier or floor must be completed before the safety of its supports is impaired. The regulations set out requirements for the removal of masonry and the disconnection of trusses and girders.

No person may stack any material or debris in such a manner that it can injure any workman. Rubbish and debris must be lowered to the ground by suitable containers or chutes, which must be of a certain standard. Objects larger than rubbish or debris must be lowered by a crane, hoist or other mechanical means. When a structure has been demolished, the basement or other excavation must be properly fenced, or, if construction will not proceed immediately, backfilled to grade level.

The regulations governing mechanical demolition apply to demolition by a heavy weight suspended by cable from a crane or other hoist machine; by a power shovel, bulldozer or other vehicle; or by other powered mechanical device. If this type of demolition is to be employed, the height of the project must not exceed 80 feet.

The person in charge of demolition is responsible for ensuring that no person except a workman enters a demolition zone, and that only workmen directly engaged on mechanical demolition enter the zone while the project is being mechanically demolished, or enter or are on the structure at any other time.

A mechanical demolition device must be operated from a safe location. If a swinging weight is used for demolition, the sup-

porting cable must be of such length or so restrained that the weight will not swing against any other structure.

Working over Water

If workmen are working over water with risk of drowning, the employer must provide one or more of the following types of rescue equipment as approved by the inspector: (1) a boat equipped with a ring buoy and boat-hook, (2) a line to which are attached floating planks or other floating objects capable of supporting persons in the water, and (3) a life vest for each workman who might fall into the water. He must also designate one or more persons to be available to perform rescue operations when an alarm signal is given.

A safety belt or life net is to be provided for the use of a workman employed on a bridge more than 50 feet above water or land, if there is no scaffold or similar device to prevent his falling from his working position. This provision does not apply, however, where the work of placing structural members prevents the use of such protective measures.

Ontario Human Rights Code

The Ontario Human Rights Code, a consolidation of the province's anti-discrimination legislation (fair employment practices, equal pay and fair accommodation practices), was brought into force on June 15 by a proclamation gazetted June 16.

Regulations gazetted the same day, O. Reg. 130/62, prescribe the forms to be used when filing complaints of discrimination.

Ontario Trade Schools Regulation Act

An amendment to the regulations under the Ontario Trade Schools Regulation Act provides that every contract for a course of instruction must now show the date on which the course is to begin. The new regulation, O. Reg. 139/62, was gazetted June 23.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has revised its vacation order, the principal change being the dropping of the stamp system of vacation credits previously provided for manual workers in the building construction industry. The new order, No. 3, 1962, was approved by O.C. 1064 and gazetted July 14 to remain in force until May 1, 1963.

Another order gazetted the same day, O.C. 1065, amended the provisions in the recent forestry order (L.G. June, p. 734) dealing with piecework rates, vacation with pay, board and lodging and transportation expenses.

Order No. 3, 1962—Vacations with Pay

The new vacation order provides substantially the same benefits as the 1957 order it replaces (L.G. 1957, p. 354). Employees, as before, are entitled to an annual vacation with pay of at least seven days after a year's continuous service with one employer. Employees who have not worked a full year must be given a half-day for every calendar month worked. The vacation must now be given within six months instead of 12 months from date of entitlement.

As before, the order stipulates that certain periods are not to be considered a break in service provided the employee does not hold any other paid employment. These include: absences because of illness provided the employment contract is not cancelled, the vacation period, days on which the establishment remains closed, the period of notice, and authorized leave. Under the revised order, time lost because of a strike is also to be overlooked when calculating service for vacation with pay purposes.

The order again provides that every employee must be given his vacation pay before his vacation begins. As formerly, vacation pay is to consist of the wages he would have earned for the week, if paid by the week or longer period, or two per cent of wages earned during the vacation year (May 1 to April 30), including vacation pay, if paid on any other basis.

Employees paid exclusively by commission who have worked at least three consecutive months for one employer must be given a vacation indemnity equal to two per cent of net earnings after deductions for selling expenses have been made. The order again stipulates that this vacation indemnity may not exceed two per cent of $1,000 of commission per month or $12,000 for 12 months.

When a contract is cancelled, the employer is again required to give the employee a vacation indemnity consisting of the vacation pay to which the employee is entitled, if he has not taken his vacation, plus two per cent of wages earned since the May 1 preceding the date of termination. Now, however, the employer is not obliged to pay this indemnity if the employee has been granted the equivalent of two weeks paid vacation in the 12 months preceding the date of cancellation of his contract.

As indicated above, the stamp system of vacation credits previously provided for manual workers in the building construction industry whose services were not continuous has been abolished. Instead of being given vacation credit stamps every payday, such employees must now be given an indemnity as described above on termination of employment. Recent construction decrees under the Quebec Collective Agreement Act have also abolished the vacation stamp system.

Construction workers who are employed full-time by one employer must, of course, be granted an annual vacation with pay.

Order No. 39, 1962—Forestry Operations

When the forestry order was revised last April, rates for pieceworkers and jobworkers in pulpwood operations were set without regard to the size of the logs (L.G. June, p. 734). The amending order does not change the actual rates set but makes it clear that these piecework rates apply to persons in pulpwood operations who cut four-foot logs.

The revised order stipulated that, whatever the piecework rate specified in the contract, a pieceworker engaged in cutting pulpwood must not receive less than $11 per working day. The amending order permits an exception to be made in the case of pieceworkers and jobworkers who do not live in the camp and whose working hours cannot be easily controlled or supervised. If the contract so specifies, these employees may now be paid only for wood cut at the applicable piecework rate.

Another amendment makes it clear that other pieceworkers may be paid at the rates agreed upon in the contract, provided their earnings are not less than $11 per working day.

The section was modified that provided that an employee whose services had been terminated in the normal manner and who, through some fault of the employer, was obliged to wait in the camp for his scaling slip and wages must be supplied with free board and lodging while waiting for settlement. Under the amended order, the employer is not obliged to provide these services if the employee has not given at least 48 hours notice.

The provision requiring an employer to pay an employee's transportation and lodging expenses to and from a camp was also amended. Now an employer is not obliged to pay for any expenses incurred by an employee who travels in his own car or as a passenger in another private car.

The order previously stated that if an employee travelled while a camp was in operation, the employer could deduct for services any sums specified in the contract except gate tolls. Now such deductions are permitted only if the employee quits voluntarily without having worked at least 12 days.

The revised order provided that every forestry worker must be given vacation pay equal to two per cent of earnings upon termination of employment. An amendment states that this rule does not apply to employees governed by an existing collective agreement under the Labour Relations Act providing for a vacation plan or indemnity for the term of the agreement but not after April 30, 1963.

Saskatchewan Gas Inspection and Licensing Act

A new order under the Saskatchewan Gas Inspection and Licensing Act adopted the latest edition of the CSA code for gas burning appliances and equipment (B149-1962) in place of the 1958 edition previously used. The new order, O.C. 1090/62, was gazetted July 6, to go into force July 1.

Labour Standards Legislation

(*Continued from page 1019*)

Minimum Wages

The changes in the penalties section of the Saskatchewan Minimum Wage Act, which went into force on May 1, were designed to strengthen enforcement procedures. In addition to the fine, an employer convicted of a contravention of the minimum wage legislation, may now be required to pay, not only the difference between the wages paid and the minimum wage, but also any sum to which the employee is entitled or an amount equal to any excess charge or deduction, as the case may be.

The maximum counsel fee payable to the complainant's solicitor was raised from $25 to $100.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of June was 19 per cent below end-of-May total and 20 per cent below last year's June total, statistics* show. Initial and renewal claims filed during month also decline

Claimants for unemployment insurance benefit numbered 214,300 on June 29. This was nearly 19 per cent below the total of 263,900 at the end of May and almost 20 per cent below the total of 266,900 at the end of June last year.

The distribution of persons on continuous claim at the end of June was on the whole little changed from that of a year earlier, but the proportion of males on claim for 13 weeks or more was a little lower, being 33 per cent instead of 37 per cent. The proportion of males on claim for less than 5 weeks was a little higher, viz., 40 per cent instead of 37 per cent.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in June numbered 93,500, which was 45,000, or 32.5 per cent, fewer than in May, and 19,400, or about 18 per cent below the total in June 1961.

Initial claims during June numbered 59,200. This figure included 8,500 claims from persons who had exhausted benefit and were seeking re-establishment of credits. The total of 93,000 initial claims in the previous month included 35,000 by persons who had exhausted benefit.

Beneficiaries and Benefit Payments

The average weekly number of beneficaries in June was estimated at 190,000, compared with 430,000 in May and 249,600 in June 1961.

Payments during the month amounted to $18,700,000, in comparison with $45,400,000 in May and $25,900,000 in June last year.

The average weekly benefit payment was $23.45 in June, $23.99 in May and $23.57 in June 1961.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June showed that insurance books or contribution cards had been issued to 4,191,351 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

At June 30, registered employers numbered 336,201, a decrease of 875 since May 31.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Enforcement Statistics

During June, 9,567 investigations were conducted by enforcement officers across Canada. Of these, 6,013 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 150 were miscellaneous investigations. The remaining 3,404 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 266 cases, 117 against employers and 149 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,984.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in June totalled $27,501,-

* *See* Tables E-1 to E-4 at back of this issue.

*These do not necessarily relate to the investigations conducted during this period.

857.13, compared with $26,564,030.77 in May and $26,108,825.20 in June 1961.

Benefits paid in June totalled $18,709,-181.42, compared with $45,409,413.89 in May and $25,890,433.13 in June 1961.

The balance in the Unemployment Insurance Fund on June 30 was $28,643,-838.46; on May 31 it was $19,851,162.75 and on June 30, 1961 it was $110,270,-314.33.

Monthly Report on Operations of the National Employment Service

Placements effected through the local offices of the National Employment Service increased in July, both seasonally and on a year-to-year basis. Slightly fewer than 135,000 placements were made, an increase of 30.6 per cent over the number in July a year ago, and of 7.5 per cent over that in June 1962.

Placements of men amounted to some 85,400, up over last year's total by 29.4 per cent; placements of women, at some 49,600, rose by 32.8 per cent.

Some 5,550 of the placements effected in July involved the movement of workers from one local office area to another, through the clearance facilities of the National Employment Service.

Regionally, the following percentage changes from July 1961 were reported:

Atlantic	— 1.5
Quebec	+28.3
Ontario	+29.8
Prairie	+22.7
Pacific	+55.6

The sharp gain in the Pacific Region is primarily the result of shifts in the agricultural season; as the harvest season this year was some two or three weeks later than usual, the region made up in July the decrease recorded in June.

Because of seasonal fluctuations especially influential at this time of the year, cumulative totals tend to be more reliable indicators. During the first seven months of 1962, some 727,000 placements were made, a higher total than that during the corresponding period in 1961 by 25.2 per cent, than 1960 by 39.8 per cent, and than any previous year since 1945.

Some 154,000 vacancies were notified to NES local offices by employers during July, an increase of 29.1 per cent over the number last year. This increase was similar to the rate of increase in placements. Vacancies for men totalled 97,000, and for women, 57,000. During the first seven months of 1962, some 865,000 vacancies were notified, a higher number than in the corresponding period in any previous year since 1947.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2008, June 29, 1962

Summary of the Main Facts: The claimant filed a renewal application for benefit on November 15, 1961, and was registered for employment as an asbestos worker. He had worked as an insulation asbestos worker for J——— Limited at a wage of $2.60 an hour from October 31, 1961 to November 9, 1961.

His explanation for separation from this employment on the latter date reads:

Terminated. "Failing to comply with company policy." The company policy was for each worker to fill out daily work reports and weekly time sheets. This is against our international union constitution. We were told either to fill out these forms or have our employment terminated. U.I.C. employment officer has gone into this matter with the union and the company. Unemployed, capable, and available since 9 November 1961.

In the confirmation of separation, the employer, on November 17, 1961, indicated as follows:

He was requested to *continue* to fill out daily records for accounting purposes. He refused to do so and we had no alternative but to terminate [his employment].

On November 24, 1961, the local office of the Commission requested further information from the claimant and the employer regarding the separation. The claimant replied as follows:

The below paragraph was taken from a letter sent to me from our head office; the local union was always against this policy of the company's, but never took any decisive action till now.

"Your second question with reference to our membership being required to sign time cards and cards showing amount of production completed at the end of the day noted. With reference to the signing of time cards we find no objection to this, however, under no circumstances is our membership to report on its daily production. Our membership acting as foreman can, if requested by the employer, give the amount of production of his crew for a specified time, but under no circumstances will this be broken down to the point of showing daily individual effort."

The employer's reply, dated November 28, 1961, read as follows:

We have your further request for information on the above claims and we wish to advise what actually took place causing us to discharge these two employees.

Our employees are instructed to complete daily progress records. On one of our projects . . . a group of the employees decided that they would no longer carry out our instructions and they were informed that unless they complied with company policy, we would have no other alternative but to terminate their employment. As this is not a breach of the union agreement, we are quite within our rights to have these men supply us with the information requested.

We would mention that any information of this nature that is supplied by the employee is completed during his regular working hours, and he is not required to do this on his own time. The two individuals refused to carry out our instructions and therefore [they were discharged].

The insurance officer disqualified the claimant and suspended benefit from November 12, 1961 to December 16, 1961 inclusive, on the ground that the claimant had lost his employment by reason of his own misconduct (Section 60(1) of the Act).

The claimant appealed to a board of referees on December 22, 1961, and stated:

. . . My reasons for appealing this case is that, first, I feel that the foreman is quite capable of keeping our record of daily work, and this type of recording is more in a managerial capacity, than for a common worker to fill out. I also feel that by filling out these footage records, that a man puts himself in a precarious and delicate position of stating the amount of work he has done per day . . . but individual working efforts are not stable and usually fluctuate, depending upon job site conditions . . . I am convinced that, although the company says that the records are used for costing the jobs, they could be used against the individual to show the working efforts of a man on a per-day basis.

Another reason why I feel that we do not have to do this record keeping is that it is not in our agreement as such, and I feel that it is contrary to our union's principle . . . I am presently working at . . . and do not know if I will be able to make it into town for a hearing, however, I would like to submit our union representative's name to act on my behalf if I am unable to attend . . .

A board of referees heard the case on January 31, 1962. The majority decision of the board reads in part:

2. The claimant was present for the hearing and was accompanied by . . ., another employee in the same type of business. The claimant was asked by his employer to fill out daily work reports. These work reports enable the employer to determine what was done and what materials were used on any particular construction job.

The employees involved belong to the . . . union. After the request was made, a secret ballot was taken and 15 persons voted; 11 voted against filling in these forms, and the employer dismissed 8 of these 11. Since that date, six of the original eight have been rehired. The claimant's companion was one of the employees that was released and rehired.

The claimant presented a letter to the board dated 17 November 1961, addressed to . . . business agent of this union, which stated in part, "under no circumstances will this be broken down to the point of showing daily individual effort," and was signed by . . ., the general secretary-treasurer of the union. However, when questioned, it was clearly indicated that this was not a part of the work contract, and that there appeared to be nothing *pro* or *con* in the agreement in relation to this point.

The claimant stated to the board that "I refused to fill in the cards asked by my employer and lost the job because of this."

3. The claimant has been engaged in this industry for some 10 years and it was the majority decision of the board that the claimant admitted that he knowingly violated the company rules and disobeyed instructions in filling in these time cards. Under these circumstances, the majority decision of the board finds that this proves misconduct in fact and in law. The claimant did lose his employment with J. Limited on 9 November 1961, by reason of his own misconduct, and the decision of the insurance officer in suspending benefits from 12 November 1961 to 16 December 1961 is correct.

4. (The appeal was dismissed by the majority decision.)

The dissenting member of the board of referees stated:

In dissenting [with] the majority opinion, the submission shows quite clearly that the employment was terminated by the employer because of failure of this particular employee to carry out orders. CUB 1464 states that refusal to obey the orders of an employer shall not be considered misconduct if the order given by the employer was of an unreasonable nature under the circumstances.

We feel [that] there are two important principles involved in this decision. First, the order given by the employer was not a reasonable one under the circumstances, in that it tended to put the individual workman on the spot insofar as actual production of this particular job was concerned [and] it did not take into consideration the various difficulties that can be encountered on work of this nature. The employer's request that a daily statement of

every item of material, no matter how small, must be accounted for by the individual workman, was in itself an unreasonable request in this type of work. [The second principle is] that people working under a collective agreement take on the responsibility collectively, and the constitution of this particular union forbids its members to submit daily individual production records, while not objecting to the signing of daily time sheets, so that the request of the employer to the individual union members to have this done was, to my mind, very unreasonable.

The . . . Association of which the claimant is a member, appealed to the Umpire. Its submission reads:

In the records of the proceedings and decision of the board of referees, in Section (2), paragraph 2, it is recorded that the claimant's companion was one of the employees that were released and rehired, and as the records indicate, several other employees [also] returned to their jobs, [which] can mean only this to me, that . . . the several members on that project, who only had six or seven months employment to their record, chose to return to work rather than face several more weeks of unemployment. To this day, the same members feel exactly the same way they felt when they were [discharged] due to the unfortunate incident.

[Concerning] Section (2), Paragraph 3, where the records indicate that the contract neither reads that footage records are, nor should be kept; it can also be stated that neither does our contract read that any footage records are to be kept by an individual or as a group.

In my opinion, . . . our Article 13 of the agreement, effective at that time, is at least descriptive in its statement that members of this local are employed to "apply insulation," not to estimate their work for the day.

To further this question on contracts and agreements: this very same incident arose in our proposed agreement for the incoming year, and it was agreed upon by both parties, after a lengthy discussion on the matter by our Vice President of Canada, that only "ONE" insulator will keep a record of footage on an individual project or job site; here we have the company agreeing that this footage policy is only for its files, to calculate the production and progression of all jobs, and the union agrees that management has this right. But the union also agrees that only ONE man is rightfully [engaged] in this capacity—to record the results of a day's work—and that is the foreman.

Once again, the contractors have inserted a clause under "management's rights" in our new [proposed agreement] whereby any company policy and/or rule as laid down by the company, allows it the right to [include] practically anything it may care to set down. This could result in many grievances. What our local did was to insert a few lines asking that whatever policy the contractors wish to enforce, it is not to conflict with the union's policy or principles. This I feel at least gives us a chance to protest or dispute the ruling.

I have recently visited the job site and checked to see if footage records are still being used; the foreman showed me his records of all footage sheets signed by himself, so to this day no one is maintaining his own record of work.

The Association requested an oral hearing before the Umpire, which was held in Ottawa on June 20, 1962. The claimant was represented by Mr. . . ., one of [the Association's] officers, and the Unemployment Insurance Commission by Messrs. . . ., solicitor and insurance officer, respectively.

Considerations and Conclusions: On the facts before me, I see no valid reason to disturb the majority decision of the board of referees.

The claimant has adduced no evidence to show that his case was one which came within the purview of Section 61 of the Act, nor has he proved that his employer's order to complete daily progress records, was such as to constitute a breach of the existing contract of employment.

Moreover, it would seem that, as the point in question was settled to the satisfaction of the interested parties shortly after the claimant's dismissal, he was too hasty in his action.

I consequently decide to dismiss the Association's appeal.

Decision CUB 2022, July 13, 1962

(*Translation*)

Summary of the Main Facts: The claimant filed a renewal application for benefit on November 2, 1961, . . . and registered for employment as a welder. He stated at that time that he had last worked as a welder at $2.60 an hour for Canadian ———Co. Ltd., from June 19 to October 27, 1961, when he was laid off because of a mass layoff.

On November 28, 1961, the claimant informed the local office that he had worked on November 17, 1961, for E——— Company Limited as a welder at $2.30 an hour, and that he had been forced to leave his employment on the same day for the following reason:

I have belonged to the . . . Association . . . for the past 15 years. The E . . . Company Limited was not covered by our union but by the [XYZ Union]. On the day I arrived at my employer's plant, the Association representatives told us that it would cost us $500 in fines if we continued working. There were six of us who had to leave for this reason. I was referred to this employment by the . . . employment service office . . .

On December 12, 1961, the insurance officer disqualified the claimant from benefit from November 19 to December 30, 1961 for having voluntarily left his employment on November 17 without just cause (section 60 (1) of the Act).

On December 14, 1961, the claimant made the following statement:

(The) . . . employment office referred me to E——— Company Limited at the construction project of P——— Limited. I am a high-pressure welder and I belong to the . . . Association. The constitution of this union requires us to work only in places where there is a collective agreement, failing which we are liable to a $500 fine. P——— Limited already had a collective agreement with our union, but later this agreement was annulled. I learned this on the premises. I was advised by other members of the Association that if I continued to work there, I would be liable to pay the fine. I shall furnish proof to this effect.

On December 29, the claimant also forwarded to the local office a letter from the secretary of his union, pointing out to him the "severe penalties" to which he was exposing himself as a member "working on this project." This letter was accompanied by a copy of a motion adopted by the local of which the claimant is a member on September 6, 1961, under the terms of which a fine of $100 was imposed upon any member of the union working for E——— Company and H ——— Company in the P—— Limited project.

It seems that the local of which the claimant is a member, which has neither a constitution nor regulations of its own, is governed by the charter and regulations of the Association. An extract from the charter of the Association, which is contained in the record, is as follows:

Jurisdiction

Sec. 2. The jurisdiction of territory of the Association embraces the United States and Canada, and its trade jurisdiction shall include all branches of the pipe-fitting industry. In it alone is vested the power to establish local unions, and its mandates must be obeyed at all times and under all circumstances. To the . . . Association . . . is reserved the right to decide all matters pertaining to trade and territorial jurisdiction of its affiliated local unions, and no local union is conceded territorial jurisdiction other than the current working day in said territory; . . . to local unions is conceded the right to make necessary laws and agreements for local government which do not conflict with the laws of the . . . Association.

Sec. 3. The . . . Association, having full and exclusive jurisdiction over the plumbing and pipe-fitting industry, including the supervision, fabrication, installation and maintenance of plumbing and pipe-fitting installations of every description and character, shall be composed of journeymen and apprentices of one craft without jurisdictional lines of demarcation.

. . . There shall be but one trade craft in the plumbing and pipe-fitting industry for all journeymen and apprentice members of the . . . Association, and all [these] members of the . . . Association shall be permitted, without restriction or bar, to perform all work governed by the trade jurisdiction of the . . . Association.

Conditions of Work

Sec. 209. No member of the . . . Association shall be permitted to work on any job where men other than members of the . . . Association are installing work which comes under the jurisdiction of the . . . Association. Local unions failing to comply with this law shall be subject to discipline in the form of an assessment, suspension or expulsion by the General President of the . . . Association, regardless of any agreement between employer and employee, except where, in the judgment of the General President . . ., it is deemed otherwise.

On January 2, 1962, the claimant appealed to a board of referees and stated:

. . . If I left my work on November 17 last with E——— Company Limited at the P——— Limited project, it was because the union of which I have been a member for about 15 years would not allow me to remain employed by this company without penalty of a fine and even expulsion.

As this union gives me work fairly often, I cannot allow myself to go against its rules . . .

On February 22, 1962, the board of referees met. The claimant was present. The board unanimously allowed the appeal. Its decision reads in part as follows:

. . . On November 17, 1961, the claimant left to go to work for E——— Company Limited at the P——— Limited project. On that project, the workers are represented by the [XYZ Union].

After arriving on the job, the claimant was warned at the gate, by members of his union, to leave the place in a hurry or he would be liable to penalties imposed by the general membership of the . . . Association . . .

Irrespective of the standing of the Association in question, the claimant was justified in belonging to it and in wishing to remain in it. Consequently, he did not leave his employment voluntarily and, therefore, he left it with just cause.

Regarding the second point in question, it seems in order to mention that the . . . Association is more or less a union trust which aims to place under its exclusive jurisdiction all the qualified high-pressure welders in such a way that, according to the opinion of the higher officials in the said union, the employers will be forced to get in touch with the union local to obtain employees with the required qualifications as specialized welders.

Moreover, the union in question, by levying a higher rate of dues than the average, offers to its employees services which justify them to belong to the . . . Association exclusively.

It is worthy of note that . . . there are 821 locals which allow the union in question to transfer its members while guaranteeing them much better conditions of employment than can be found elsewhere.

Union solidarity requires that, in order to be a member of the union, its rules shall be followed to the letter under penalty of expulsion and even more . . .

On April 18, 1962, the insurance officer appealed to the Umpire. On May 1, 1962, he sent to the Umpire's office, with the appeal documents, a submission containing

his reasons for appeal. The submission reads in part as follows:

10. It is submitted that the board of referees erred for the following reasons:

11. In accepting the employment, the claimant was familiar with the conditions of work. The pay offered was at the current rate of remuneration for the district where he had gone to work, that is, at the rate recognized by good employers and observed by agreement between the employer and the [XYZ Union], which is the bargaining agent for the employees of E——— Company Limited on the P——— Limited project (Section 59(2)(b) of the Act). The claimant has given none of the usual reasons which would constitute just cause; however, he has invoked the provisions of Section 61 of the Act and specifically Subsection (b) of Section 61.

12. Admittedly, the claimant, is not disqualified under the terms of Section 60 of the Act for having voluntarily left his employment, if he has proved, in conformity with the requirements of Section 61, that in continuing in his employment at the P——— Limited project, he would have lost the right . . . to continue to be a member and to observe the lawful rules of . . . [the . . . Association . . .].

13. It is incumbent upon the claimant to prove that he would have lost his right to continue to be a member and to observe the lawful rules of his union (CUB 54).

14. The evidence submitted by the Claimant and the complete text of the constitution and regulations obtained from the . . . Association . . . contains no specific provision stipulating that the claimant would have lost the right to continue to be a member of this union, if he had remained in his employment at the . . . Limited project. Thus the claimant had not adduced the evidence which was required from him on this point.

15. It would seem that, in order to be entitled to the protection provided by Section 61(b) of the Act, the claimant must prove that he would have lost completely and not partially the right mentioned in Subsection (b). Thus it would not be sufficient to prove that he would have lost the right to observe the lawful rules of his union; he should prove also that he would have lost the right to continue to be a member. However, even if it were sufficient to establish that the claimant would have lost the right to observe the lawful rules of his union, we submit that the following points ought to be examined.

16. The evidence shows that the constitution and regulations of the . . . Association . . . contain, in Section 209, a rule prohibiting members of this union from working on any project whatsoever where there are workers who are not members of the same union employed on any job whatsoever over which this union has declared it has jurisdiction. In Sections 2 and 3 of its constitution and regulations, this union declares its jurisdiction as extending over all of the United States and Canada, in all branches of the plumbing and pipe-fitting industry, including installation and maintenance.

17. However, it has not been established that this rule of the . . . Association . . . is a lawful rule. We submit that this rule is not lawful within the meaning of Section 61(b) of the Act for the following reasons:

18. The first reason is that the application of this rule would amount to giving to the . . . Association . . . the power to decide that employment on a project not operating as a closed shop by virtue of its own collective agreement could be abandoned or refused by anyone of its members for that sole reason, without being subject to the disqualification laid down in the Unemployment Insurance Act. The Unemployment Insurance Act would thus provide a powerful boycott weapon that could be used by the . . . Association . . . against employers who have no labour agreement with it, and would establish a preference in favour of the . . . Association . . . as against any other trade union representing the workers in the same trades.

Certain fundamental principles would be undermined, in particular that of impartiality recognized in the Unemployment Insurance Act with respect to the relations between employers and unions of workers or relations between two unions, [and] the principle of equality for all under the Unemployment Insurance Act [also] the principle to the effect that the questions of suitable employment, good cause for refusing employment or just cause for leaving employment, must be decided by the authorities vested with the power to make decisions and appointed to do so under the Act, and . . . such a power cannot be delegated to outside persons.

19. A second reason for concluding that this particular rule is not a lawful rule, is that the . . . Association . . . does not have the power of determining its own jurisdiction contrary to the law of the country. Under legislation of the Province of . . . (Labour Relations Act), the power to represent on that project the workers in the plumbing and pipe-fitting industry, including welders in this trade, belongs to another union which is affiliated with the [XYZ Union] . . . and it is this other union which is a party to the collective agreement in force on these projects of P . . . Limited.

The assumption of jurisdiction contained in Sections 2 and 3 of the constitution and regulations of the . . . Association . . . is, therefore, not lawful, as it is in conflict with the jurisdiction which belongs to another union under the law. It follows that the rule contained in Section 209 of the constitution and regulations of the . . . Association . . . is not lawful insofar as it purports to apply to a particular project coming under the jurisdiction of another union according to the law.

20. For these reasons, we submit that the board of referees' decision must be reversed and the decision of the insurance officer reaffirmed.

Considerations and Conclusions: According to the evidence, it is the claimant who took the initiative in bringing his employment to an end, and his employer at that time was prepared to retain him even if he was a member of the workers' association in question in the present case. Insofar as the employer was concerned, the claimant could have continued to be a member of the Association and to observe the lawful rules thereof.

Consequently, the present case is not one which gives rise to the application of Section 61 of the Act; it must be decided solely

under Section 60, and the question is one of whether the claimant had "just cause" for voluntarily leaving his employment on the ground that the union to which he belonged did not allow him to remain in the employment of E——— Co. Limited, "under penalty of fine and even expulsion." I consider that he did not have just cause.

The workers' association of which the claimant was a member was neither directly nor indirectly one of the parties to the contract of employment under which he held his job. Therefore, the pressure which the Association exerted on the claimant was, objectively speaking, a matter which had nothing to do with the contract of employment, the conditions of which he had freely accepted and, consequently, was a question of a purely personal nature between him and his Association.

If it were recognized that, in a case of this kind, a claimant could avail himself of the exceptional provisions of Section 61, this would be admitting that the Unemployment Insurance Act gives to others than insurance officers, boards of referees and the Umpire the power to decide the question of entitlement to benefit; and to others than the Unemployment Insurance Commission the power to make regulations, which seems to me to be an impossible thing. I believe, on the contrary, that the provisions of Section 61 were made solely to protect the employee, as an individual, against an employer who might take the initiative of preventing him from becoming, from continuing to be, or from refraining to become a member of a workers' association and of making him lose his unquestionable right in that matter.

For these reasons, I decide to reverse the unanimous decision of the board of referees and to allow the insurance officer's appeal.

Canadian Association of Administrators of Labour Legislation

Industrial Relations, manpower training, and recent legislative and administrative developments were the principal subjects of discussion at the 21st Conference of the Canadian Association of Administrators of Labour Legislation, held in St. John's, Nfld., July 10 to 13.

The delegates were welcomed by Hon. Charles H. Ballam, Minister of Labour, Newfoundland, and His Worship Mayor H. G. R. Mews of St. John's.

In opening the conference, Mr. Ballam commended the Association for the useful service it had provided to the Labour Departments of all provinces. In particular, the Association had been of great benefit to Newfoundland in the organization of its Department of Labour, he said.

"Labour legislation is not simply a cold, legal business," he continued. "Labour laws are required for the benefit of all the people, labour and management combined, and must function to provide for the greatest good, resulting in the better economy of the country."

At the industrial relations session, a panel of federal and provincial officers discussed the question: How effective are present concepts, procedures and techniques of collective bargaining?

The theme of the manpower training session was "Manpower Training Needs in a Dynamic Economy." The role of a provincial Department of Labour and a Department of Education in meeting those needs was discussed, with special emphasis on the training of unemployed persons, tradesmen and technicians in industrial plants and on apprenticeship, trade and other occupational training.

The officers of the Executive Board of the Association for 1962-63 are: R. E. Anderson, Deputy Minister of Labour, Nova Scotia, President; G. T. Dyer, Deputy Minister of Labour, Newfoundland, 1st Vice-president; W. H. Sands, Deputy Minister of Labour, British Columbia, 2nd Vice-president; W. Elliott Wilson, Q.C., Deputy Minister of Labour, Manitoba, Immediate Past President; and Evelyn Best, federal Department of Labour, Secretary-Treasurer.

The Association brings together annually the deputy ministers and senior officers of the federal and provincial Departments of Labour and others concerned with the administration of labour laws.

About 50 persons attended the 1962 Conference. In addition to senior labour department officials and five provincial Ministers of Labour, there were in attendance representatives of the Unemployment Insurance Commission, the Newfoundland Department of Education, the Canada Branch of the International Labour Office, the International Association of Governmental Labor Officials of the United States and Canada, and the Association of State Mediation Agencies (United States).

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 146 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 173 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 157 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	*No. of contracts*	*Aggregate Amount*
Central Mortgage and Housing Corporation	1	$ 19,365.50
Defence Production	165	1,007,182.00
Post Office	4	77,729.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of $4,560.70 was collected from five contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 140 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Hillspring Alta: Emil Anderson Construction Co Ltd, Square M Construction Ltd & Coleman Collieries Ltd, construction of reinforced concrete spillway for Waterton Dam.

Atomic Energy of Canada Limited

Chalk River Ont: A Beauclair, interior painting of fire protection water tank, Bldg 512; Ottawa Building Maintenance Co Reg, painting exterior of various bldgs. *Deep River Ont:* Rene Robitaille, painting of various bldgs.

Central Mortgage and Housing Corporation

Cornwall Ont: L Marleau, paving of parking lots (FP 3/59). *Ottawa Ont:* Ottawa Mechanical Services Ltd, repairs to heating system, Strathcona Heights; Beach Foundry Ltd, supply & installation of 174 electric ranges, Strathcona Heights. *Waterloo Ont:* Burnby Contracting Co Ltd, exterior painting of 50 housing units (AECL). *Selkirk & Winnipeg Man:* Oswald Decorating Co, exterior painting of houses. *Regina Sask:* Silverline Decorators, exterior painting of 158 houses (Projects Nos. 2, 5, 6 & 8). *Red Deer Alta:* Sharm Painting & Decorating, painting of houses. *Vancouver B C:* D McCallum, maintenance of furnaces, plumbing repairs & supply & installation of hot water tanks, Metropolitan area; Arli Contracting Ltd, roof repairs, general carpentry & interior painting, Metropolitan area.

In addition, this Corporation awarded seven contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Bersimis Indian Agency Que: Georges Deschenes, construction of water supply pumphouse, Bersimis IR. *James Bay Indian Agency Ont:* Pulsifer Construction Ltd, construction of two day schools, Moose Factory. *Sioux Lookout Indian Agency Ont:* James Ratchford Plumbing & Heating, alterations & additions to McIntosh IRS (Phase 1). *Touchwood Indian Agency Sask:* E S Michels-Lumber Co, construction of residence & alterations to sewage disposal system, Gordon's IRS; Regel Bros Construction Ltd, installation of fire protection system, Gordon's IRS. *Peigan Indian Agency Alta:* Trale Construction Ltd, road repairs, Peigan Reserve. *Cowichan Indian Agency B C:* K Moore & Co Ltd, water supply & drain line replacement, Kuper Island IRS. *Kamloops Indian Agency B C:* A R Metcalfe, construction of school & two residences, Adams Lake IDS, Sahhaltkum IR No 4.

Defence Construction (1951) Limited

Summerside P E I: Alexius McQuaid, grading & seeding, RCAF Station. *Bedford N S:* Municipal Spraying & Contracting Ltd, repairs to & sealcoating of asphalt pavement, Naval Magazine. *Cornwallis N S:* Raymond Moore Jr & Harold A Sulis, replacement of water mains & valves, HMCS *Cornwallis*. *Greenwood N S:* L G Rawding, grading & seeding, RCAF Station. *Halifax N S:* L G & M H Smith Ltd, repairs to jetty No 2, HMC Dockyard. *Chatham N B:* G M Gest Contractors Ltd, installation of electrical distribution & lighting system for runway, approach & taxiway, RCAF Station. *Bagotville Que:* Arno Electric Reg'd, installation of electrical control distribution system, RCAF Station. *Petawawa Ont:* Peter E Sylvestre & Sons Ltd, extension to Bldg B-104, Camp. *Trenton Ont:* The Ford-Smith Machine Co Ltd, supply & installation of hydraulic hoist, RCAF Station. *Churchill Man:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of electrical control distribution system, RCAF Station. *Gimli Man:* Arnason Engineering Co, installation of electrical control distribution system, RCAF Station. *Ralston Alta:* Dutch Bros Paints Ltd, exterior painting of 41 houses, DRB. *Chilliwack B C:* Burns & Dutton Concrete & Construction Co Ltd, finishing of E & M Trades Bldg. *Esquimalt B C:* M P Paine Co, alterations & miscellaneous work in Bldg No 215, HMC Dockyard. *Various locations:* Two contracts in the restricted category.

Building and Maintenance

Goose Bay (Labr) Nfld: Dependable Painting Ltd, exterior painting of 136 PMQs, RCAF Station. *Aldershot N S:* Malach Roofing & Flooring Ltd, replacement of skirting on 37 bldgs, Camp. *Barriefield Ont:* L M Welter Ltd, extension to water main; Kingston Decorating Ltd, exterior painting of 33 bldgs, RCEME School. *Kingston Ont:* McGinnis & O'Connor Ltd, repaving roads, parking lot, parade square & replacement of sidewalks & curbs, RMC. *London Ont:* Malach Roofing & Flooring Ltd, roof repairs, Bldg 30—204 Base workshop. *Oakville Ont:* Bolton Electric Co, replacement of electrical distribution lines, Ortona Barracks. *St Catharines Ont:* Malach Roofing & Flooring Ltd, reroofing drill hall, Lake St Armoury. *Trenton Ont:* H J Gascoigne Ltd, reroofing of two hangars & lean-tos, RCAF Station. *Fort Churchill Man:* Aetna Roofing Co Ltd, reroofing of various bldgs. *Shilo Man:* Norlen Painting & Decorating, exterior painting of 121 PMQs, Camp. *Winnipeg Man:* J Kleinfelder Construction Co Ltd, road replacement, East site, RCAF Station; Oswald Decorating Co, exterior painting of 105 PMQs & 49 garages, RCAF Station. *Whitehorse Y T:* Dawson Wade & Co Ltd, asphalt paving, Camp Takhini.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Cornwallis N S: Wylie P Hazelwood, exterior painting of various bldgs, HMCS *Cornwallis*. *Greenwood N S:* Fred T Cleveland, interior painting of PMQs (1962 Phase 2), RCAF Station. *Halifax N S:* Northern Roofing & Metal Workers Ltd, renewal of roofing & flashing, various bldgs, HMC Dockyard & Bldg No 2, CVE. *Shearwater N S:* Webb Engineering Ltd, renewal of expansion joints, main steam distribution system, Jetty A, RCN Air Station; R E White, replacement & repair of 225 doors (Warrier Block, Bldg No 100), RCN Air Station. *Sydney N S:* Cabot Construction Co Ltd, renewal of roof shingles on Bldg No 3, Point Edward Naval Base. *Chatham N B:* Byron MacDonald, exterior painting, RCAF Station. *St Hubert Que:* James M Brophy Inc, repairs to drying beds & digestors, RCAF Station. *Senneterre Que:* Ross Construction Enrg, supply & installation of vinyl flooring, RCAF Station. *Valcartier Que:* Jules Dorion Inc, repairs to built-up roofs, Camp. *Barriefield Ont:* Spada Tile Ltd, construction of concrete sidewalk. *Kingston Ont:* McGinnis & O'Connor Ltd, road repairs. *Lindsay Ont:* W Kuypers, maintenance & repairs of grounds, Armoury. *London Ont:* George Andelfinger, exterior painting of various bldgs, No 27 COD & 204 Base Workshop; Cardinal Painting & Decorating Co Ltd, exterior painting of PMQs; Len J McCarthy, exterior painting of various bldgs, Wolseley Barracks. *Petawawa Ont:* John Kovacs, restaining of fences in PMQ areas, Camp. *Picton Ont:* Kingston Decorating Ltd, exterior repainting of 100 PMQs; Quinte Roofing Ltd, reroofing of five bldgs, Camp. *Rockcliffe Ont:* Taggart Construction Ltd, modification to water pumping system, RCAF Station. *Trenton Ont:* Walter F MacCormack, repainting exterior of various bldgs, RCAF Station & No 6 Repair Depot; Walter F MacCormack, interior painting of 18 PMQs, RCAF Station; H J McFarland

Construction Co Ltd, repairs to aerodrome pavement, RCAF Station. *Portage la Prairie Man:* H G Hay Decorating Co, exterior painting of PMQ garages, RCAF Station. *Rivers Man:* A W Homme Ltd, supply & installation of fuel storage tank, CJATC Camp. *Winnipeg Man:* S E Gage Co Ltd, replacement of shingles on exterior walls of Bldg No 2, RCAF Station; Western Asbestos Co Ltd, replacement of shingles on exterior walls of Bldgs 8, 12 & 15, RCAF Station. *Calgary Alta:* Nick Corradetti, construction of tank washrack, Sarcee Camp. *Cold Lake Alta:* Bob Elliott Painting & Decorating Ltd, exterior painting of 55 PMQs, RCAF Station. *Lancaster Park Alta:* H Deib Painter & Decorator, repainting runways, taxiway & tarmac markings, RCAF Station. *Comox B C:* Richards-Wilcox Canadian Co Ltd, repairs to doors in hangars & Bldg No 101, RCAF Station. *Esquimalt B C:* Parfitt Construction Co Ltd, alterations to diet kitchens, Bldg No 54, HMCS *Naden. Whitehorse Y T:* Richards-Wilcox Canadian Co Ltd, replacing overhead door hardware & installation of electric safety door switches.

In addition, this Department awarded 84 contracts containing the General Fair Wages Clause.

National Capital Commission

Ottawa Ont: J P Morin Ltd, construction of "Garden of the Provinces" at junction of Wellington, Bay & Sparks Streets; Rideau Construction Co, installation of mechanical & electrical services, "Garden of the Provinces"; Vandenbelt Iron Works, supply & installation of flag poles, "Garden of the Provinces"; Leslie Stratford Cut Stone & Construction Ltd, supply & installation of cut stone & concrete for paved areas, steps & curbs, "Garden of the Provinces"; George S Crain & Sons Ltd, construction of reinforced concrete pool & water bowls, "Garden of the Provinces"; Alf Grodde Ltd, cleaning & painting, Champlain Bridge.

National Harbours Board

Halifax N S: E J Ludford Line Construction Ltd, redevelopment of electric power supply system at Ocean Terminals. *Quebec Harbour Que:* Eastern Canada Steel & Iron Works Ltd, structural steel extension, Shed 26.

Department of Northern Affairs and National Resources

Fort Smith N W T: Fort Smith Construction, renovation to administration bldg. *Inuvik N W T:* Byrnes & Hall Construction Ltd, construction of liquor store & warehouse. *Various locations in Eastern Arctic:* The Tower Co (1961) Ltd, supply & installation of fuel oil storage tanks & distribution systems & construction of road.

Post Office Department

This Department awarded 24 contracts containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

St Anthony NB: M F Esson Ltd, construction of sewer system; Phillips Contracting Ltd, construction of sewage stabilization pond.

Department of Public Works

Bonavista Nfld: Wm A Trask Ltd, harbour improvements. *Branch Nfld:* Avalon Construction & Engineering Co Ltd, wharf repairs. *Bridgeport Nfld:* Avalon Construction & Engineering Ltd, construction of wharf. *Doating Cove Nfld:* Beaton Abbott, wharf repairs. *Gooseberry Cove Nfld:* H Drover & Co Ltd, wharf improvements. *Lewisporte Nfld:* Wm A Trask Ltd, construction of wharf. *Piccadilly (Port au Port) Nfld:* Diamond Construction (1961) Ltd, construction of wharf. *Princeton Nfld:* Avalon Construction & Engineering Ltd, construction of wharf. *St John's Nfld:* C A Hubley Ltd, boiler installation & related work in Bldg No 3, Naval Dockyard; Alastair Brown, demolition of bldgs (Mainwaring Estate & C R Bell Ltd), Job's Cove. *Woodstock Nfld:* Gid Sacrey Ltd, construction of landing wharf. *Skinner's Pond P E I:* Morrison & McRae Ltd, breakwater repairs. *South River (Murray Harbour) P E I:* Eastern (PEI) Contractors, wharf repairs. *Tignish P E I:* E Arsenault, breakwater repairs. *Louis Head & Little Harbour N S:* Robert E Collupy, construction of rock talus. *Windsor N S:* Ralph & Arthur Parsons

Ltd, waterfront improvements. *Newcastle N B:* Diamond Construction (1961) Ltd, harbour improvements (paving). *Seeley Cove N B:* Fundy Contractors Ltd, construction of wharf. *Aguanish Que:* Landry Construction, construction of landing pier. *Anse aux Basques Que:* Lucien Tremblay, construction of drainage system. *Asbestos Que:* Leo Nadeau, alterations, Post Office Bldg. *Brion Island Que:* Les Entreprises de Fatima Ltee, construction of landing. *Cloridorme Que:* Marc Bernatchez, commercial wharf repairs. *Fort George Que:* Ron Construction Co Ltd, construction of hostel & addition to school. *Grande Riviere Que:* Bisson Construction Inc, wharf repairs. *Mont Louis Que:* Horace Lemieux, wharf repairs. *Montreal Que:* Allied Building Services Ltd, repointing & cleaning of masonry, Postal Station "B", 685 Cathcart St. *Newport Point Que:* Napoleon Langelier, harbour repairs. *Perce Que:* Bisson Construction Inc, construction of landing. *Petite Riviere Est Que:* Chandler Construction Ltee, repairs to jetties. *Rimouski Que:* Charles Vaillancourt, wharf repairs (lighting system). *Ste-Flavie Que:* Emile St Pierre, wharf repairs. *Sillery Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall. *Brockville Ont:* T A Andre & Sons Ltd, construction of federal bldg. *Burlington Channel Ont:* McNamara Marine Ltd, removal of centre pier, fixed span & bridge abutments. *French River Ont:* P M Lechlitner, flow improvements, Horseshoe Rapids. *London Ont:* Harrison & Green Construction Ltd. alterations to Dominion Public Bldg. *Minden Ont:* Gorsline Construction Ltd, construction of post office bldg. *Orillia Ont:* Bar-Way Marine, wharf reconstruction. *Ottawa Ont:* Beaudoin Construction Ltd, installation of elevator & shaft in Hygiene Laboratory, Tunney's Pasture; Metropole Electric Inc, electrical alterations, Centre Block, Parliament Bldgs; A Lanctot Construction Co Ltd, installation of heating system, Phase 1, Rideau Hall; Fournier Van & Storage Ltd, moving office furniture, equipment, etc, from No 1 Temporary Bldg to New Computer Centre, Tunney's Pasture; Sanco Ltd, cleaning interior, etc, of Income Tax Computer Centre, Tunney's Pasture; Canadian Comstock Co Ltd, installation of cooling equipment, cafeteria bldg, Confederation Heights. *Owen Sound Ont:* John Gaffney Construction Co Ltd, waling replacement (Stage 4). *Perch Creek Ont:* Dean Construction Co Ltd, construction of protection works. *Stayner Ont:* Bertram Bros Ltd, construction of post office bldg. *Wheatley Ont:* Dean Construction Co Ltd, wall reconstruction. *St Boniface Man:* Steel Structures (Western) Ltd, construction of grain sampling & inspection bldg for Board of Grain Commissioners. *Winnipeg (Fort Garry) Man:* B F Klassen Construction Ltd, construction of letter carrier depot. *Regina Sask:* Poole Construction Co Ltd, perimeter space accommodation, Post Office bldg. *Bella Coola B C:* E S Willson Ltd, harbour improvements (floats). *Blind Channel B C:* D C D Piledriving, float renewal & approach repairs. *Cape Mudge B C:* Pacific Piledriving Co Ltd, float, gangway & approach superstructure replacement. *Prince Rupert B C:* Greer & Bridden Ltd, supply & installation of water storage tank, Miller Bay Hospital. *Sidney B C:* Pacific Piledriving Co Ltd, float renewal, Beacon Ave. *Spring Island B C:* S R Kirkland Construction Co Ltd, wharf repairs. *Frobisher Bay N W T:* C A Pitts General Contractor Ltd & Drake Construction Co Ltd, site development & construction of bldgs (Phase 1), & supply & erection of structural steel for bldgs, Astro Hill Townsite Development. *Yellowknife N W T:* W E Bellis, painting of various government houses.

In addition, this Department awarded 41 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

St Hubert Que: Walsh-Canadian Construction Co Ltd & Rivermont Construction Co Ltd, extension of Seaway collector sewer for connection of St Hubert sewer. *St Catharines Ont:* Denis W Ireland, painting exterior woodwork & eavestroughing, Headquarters Bldg. *Sault Ste Marie Ont:* Towland Construction Ltd, paving & coping, north side of lock, & repairs to roadways & walks.

Department of Transport

Charlottetown P E I: Inman Plumbing & Heating Ltd, installation of low-intensity lighting on approach 21. *Cape North N S:* Curtis C Swinamer, erection of dwelling & wiring of existing dwelling. *Halifax N S:* Food Equipment Ltd, supply & installation of cocktail bar & equipment in Air Terminal Bldg, International Airport. *Low Point N S:* MacKenzie Construction Co Ltd, erection of dwelling & combined fog alarm radio beacon bldg. *Sydney N S:* Lynk Electric Ltd, installation of low-intensity lighting on approach 19.

(Continued on page 1075)

PRICES AND THE COST OF LIVING

Consumer Price Index, August 1962

The consumer price index (1949=100) rose 0.3 per cent from 131.0 to 131.4 between July and August.* The increase was caused almost entirely by a further 1.1-per-cent rise in the food index. All other components showed little or no change.

The index one year earlier was 129.0.

The food index moved from 127.0 to 128.4, an increase of 1.1 per cent, as a result of a sharp seasonal rise in egg prices and further substantial price increases for beef and pork. Prices for some beef cuts exceeded previous highs recorded in the 1951-52 period. Higher prices were also reported for lamb, chicken, turkey, canned fruits, grapefruit, sugar and flour. Most fresh vegetables and fruits showed seasonal price declines, particularly tomatoes, peaches and grapes.

The housing index was unchanged at 135.1. The household operation component remained at its July level and a fractional rise in the shelter component was not sufficient to move the index. In household operation, lower prices for supplies and services, and home furnishings, the latter reflecting summer sales, balanced price increases for fuel. In shelter, rents were unchanged but property taxes and new house prices moved the home-ownership component slightly upward.

The clothing index declined 0.2 per cent from 112.9 to 112.7 as summer sale prices were quite general for men's, women's and children's wear. Piece goods prices were higher.

The transportation index increased 0.1 per cent from 140.7 to 140.8, reflecting price increases for local bus and taxi fares in some cities in the local transportation component. Both the automobile operation and travel components were unchanged.

The health and personal care index decreased 0.1 per cent from 158.4 to 158.2. Lower prices for some pharmaceuticals in the health care component offset higher prices for personal care items.

The recreation and reading index was unchanged at 147.8 but the tobacco and alcohol index rose 0.1 per cent from 117.9 to 118.0 as a result of minor price changes for cigarettes and liquor.

* *See* Table F-1, p. 1092.

Group indexes in August 1961 were: food 125.3, housing 132.9, clothing 112.1, transportation 139.0, health and personal care 154.6, recreation and reading 145.4, and tobacco and alcohol 116.1.

City Consumer Price Indexes, July 1962

Consumer price indexes (1949=100) rose in nine of the ten regional cities between June and July.* Increases ranged from 0.2 per cent in Ottawa and Toronto to 0.7 per cent in Saint John. The index for St. John's declined 0.1 per cent.

Food indexes were higher in all cities except St. John's, where it declined. Housing indexes rose in seven cities, fell in one, and remained unchanged in two. The index for clothing rose in two cities, remained unchanged in three, and declined in the other five. Transportation indexes were higher in four cities, lower in three, and unchanged in three. There were higher indexes for health and personal care in six cities, a lower index in one, and unchanged indexes in three. All ten cities registered increases in the recreation and reading indexes. The tobacco and alcohol indexes were unchanged in all regional cities.

Percentage changes in regional consumer price indexes between June and July were: Saint John +0.7%; Halifax +0.5%; Montreal +0.5%; Saskatoon-Regina +0.4%; Edmonton-Calgary +0.4%; Winnipeg +0.3%; Vancouver +0.3%; Toronto +0.2%; Ottawa +0.2%; St. John's −0.1%.

Regional consumer price index point changes between June and July were: Saint John +0.9 to 131.8; Halifax +0.7 to 130.3; Montreal +0.6 to 131.1; Saskatoon-Regina +0.5 to 127.9; Edmonton-Calgary +0.5 to 126.4; Winnipeg +0.4 to 129.5; Vancouver +0.4 to 129.8; Toronto +0.3 to 132.6; Ottawa +0.2 to 131.9; St. John's −0.1 to 117.3†.

Wholesale Price Index, July 1962

The general wholesale price index (1935-39=100) rose 0.4 per cent to 241.3 in July from 240.3 in June. Last year's July index was 234.5.

Five of the eight major group indexes were higher in July than in the preceding month, and three were lower.

* *See* Table F-2, p. 1092.

† On base June 1951=100.

The animal products group index advanced 2.3 per cent in July to 266.6 from 260.5, the non-metallic minerals group index rose 0.8 per cent to 190.0 from 188.4, and the textile products group index rose 0.3 per cent to 242.7 from 241.9. Two major group indexes moved up only slightly: the vegetable products group index to 212.2 from 211.9, and the chemical products group index to 191.4 from 191.3.

Minor decreases of 0.2 per cent or less occurred in three major group indexes: wood products to 317.4 from 318.0; non-ferrous metals products to 193.2 from 193.7; and iron products to 255.9 from 256.1.

The residential building material price index (1935-39=100) moved fractionally higher, from 296.6 to 296.9, between June and July. On the 1949 base it moved from 130.1 to 130.2.

The non-residential building material price index (1949=100) rose to 131.9 from 131.6 during the same month.

U.S. Consumer Price Index, July 1962

The United States consumer price index (1957-59=100) rose 0.2 per cent, from 105.3 to 105.5, between mid-June and mid-July; the July index was a new peak. For July 1961 the index was 104.4.

The principal causes of the latest rise in the index were higher prices for services and food. About 70 per cent of the rise was attributed to increases in the costs of services: doctors' fees, hospital rates, price of haircuts and movie admission.

British Index of Retail Prices, June 1962

The British index of retail prices (Jan. 16, 1962=100) increased from 102.2 to 102.9 between mid-May and mid-June. On the base Jan. 17, 1956=100, it rose from 120.1 to 120.9. During the month, the average level of food prices rose more than 1.5 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 167

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-fourth Annual Report for the year ended December 31, 1961.* Edmonton, 1962. Pp. 39.

2. BRITISH COLUMBIA WORKMEN'S COMPENSATION BOARD. *Forty-fifth Annual Report, Year ended December 31, 1961.* [Victoria?] Queen's Printer, 1962. Pp. 54.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1960.* Ottawa, Queen's Printer, 1962. Pp. 28.

4. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1961.* Ottawa, Queen's Printer, 1962. Pp. 170.

5. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Economic Dimensions of America's Corporations.* Prepared for the 46th Annual Meeting of the Conference Board, May 17 and 18, 1962 [New York City]. New York, 1962. Pp. 34.

6. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-second Annual Report for the Calendar Year, 1961.* Regina, Queen's Printer, 1962. Pp. 27.

7. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1961.* Bangkok, 1962. Pp. 215.

8. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Bulletin of Transport Statistics for Europe, 1960.* Geneva, 1961. Pp. 82.

9. U.S. NATIONAL LABOR RELATIONS BOARD. *Twenty-sixth Annual Report for the Fiscal Year ended June 30, 1961.* Washington, GPO, 1962. Pp. 241.

Arbitration, Industrial

10. JONES, DALLAS LEE. *Arbitration and Industrial Discipline.* Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1961. Pp. 186.

The author attempts to answer such questions as: What happens when a discharged employee is returned to work by an arbitrator? How does it affect the employing-company's discipline? What is the effect on the employee reinstated against the wishes of the employer? The experiences of two companies and 19 cases are used for illustrative purposes.

60490-0—5½

11. U.S. Presidential Railroad Commission. *Report.* Washington [GPO] 1962. Pp. 327. Simon H. Rifkind, chairman.

The Commission was established in November 1960 to consider a controversy between railroad carriers and five railroad unions. It was made up of 15 members: 5 representing the public, 5, the carriers, and 5 the unions. Some of the matters discussed include work rules, wages, work crews, and technological change. Report dated February 26, 1962.

Atkinson Study of Utilization of Student Resources

12. Breehaut, Willard. *A First-Year Follow-up Study of Atkinson Students who enrolled in Hospital Schools of Nursing.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1960. 1 volume (various pagings).

13. Fleming, William Gerald. *The Kuder Preference Record-Vocational as a Predictor of Post-High-School Educational and Occupational Choices.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1959. Pp. 49.

14. Fleming, William Gerald. *Personal and Academic Factors as Predictors of First-Year Success in Ontario Universities.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1959. 1 volume (various pagings).

15. Savage, Hubert William. *An Evaluation of the Co-operative English Test of Effectiveness of Expression for Use in Ontario.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1958. Pp. 39.

Business—Small Business

16. Horowitz, Ira. *Small Business and Government Research and Development,* by Ira Horowitz and James A. Alcott. Washington, GPO, 1962. Pp. 42.

Suggests how small firms can obtain government sponsorship of research and development within the business.

17. U.S. Small Business Administration. *Starting and Managing a Small Book-keeping Service,* by Charles H. Sevin. Washington, GPO, 1962. Pp. 64.

Some of the contents: Public book-keeping: What is it like? What does it take to start a small book-keeping service? What services do you provide?

Economic Conditions

18. National Industrial Conference Board. *Business Outlook, 1962; a Discussion by the Conference Board Economic Forum and Guests held at . . . New York City, November 22, 1961.* New York, c1961. Pp. 135.

The Economic Forum, composed of economists and business executives, made predictions about economic conditions during 1962.

19. Scottish Council (Development and Industry). [Committee of Inquiry into the Scottish Economy]. *Inquiry into the Scottish Economy 1960-1961; Report.* Edinburgh, [1961]. Pp. 203. J. N. Toothill, chairman.

The Committee of Inquiry into the Scottish Economy was appointed "to review the present position and future prospects of the Scottish economy, to define the forces which control the growth and location of manufacturing and other employment, to draw conclusions and to make recommendations."

Employees—Training

20. Heller, Frank A., Ed. *New Developments in Training; Five Studies in the Efficient Communication of Skills.* London, Polytechnic Management Association, 1959. Pp. 79.

Contents: A Biologists Contribution to Learning, by J. Z. Young. New Methods of Training in Manual Skills, by W. D. Seymour. Recent Survey Findings in the United Kingdom and Other European Countries, by Winifred Raphael. Training for Executive Skills, by F. A. Heller. The Integration of Training, Organization and Policy, by David King.

21. McGehee, William. *Training in Business and Industry,* by William McGehee and Paul W. Thayer. New York, Wiley, 1961. Pp. 305.

Contents: Training in Business and Industry Today. Organization Analysis. Operations Analysis. Man Analysis. Learning and Industrial Training. Methods and Techniques in Industrial Training. The Trainer. Evaluation of Training.

Employment Management

22. Bureau of National Affairs, Washington, D.C. *Can Unfavorable Employee Attitudes be Changed?* Washington, 1961. Pp. 13.

This report, based on data supplied by 99 executives suggests ways of changing unfavourable employee attitudes.

23. Bureau of National Affairs, Washington, D.C. *Employee Counseling.* Washington, 1961. Pp. 13.

Contents: Prevalence of Counseling. Content of Counseling. Responsibility for Counseling. Special Counseling Problems. Evaluation and Benefits.

Industrial Relations

24. Bureau of National Affairs, Washington, D.C. *Basic Patterns in Union Contracts.* 5th ed. Washington, 1961. 1

volume (unpaged). Reprinted from "Collective Bargaining Negotiation and Contracts."

Contents: Amendment and Duration. Discharge, Discipline and Resignation. Employee Benefits. Grievances and Arbitration. Work or Pay Guarantees. Hours and Overtime. Holidays, Leave of Absence. Management and Union Rights. Seniority: Layoff, Promotion and Transfer. Strikes and Lockouts. Union Security. Vacations. Wages. Working Conditions and Safety.

25. KERR, CLARK. *The New Opportunities for Industrial Relations.* Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 9.

Makes predictions about U.S. industrial relations in the future.

26. ROSS, ARTHUR MAX. *The Prospects for Industrial Conflict.* Berkeley, University of California, Institute of Industrial Relations, 1962. Pp. 57-74.

Examines "some of the influences which will affect the future volume of strike activity in the United States."

Labour Laws and Legislation

27. INTERNATIONAL LABOUR OFFICE. *Information and Reports on the Application of Conventions and Recommendations.* Geneva, 1962. 4 volumes. At head of title: Report 3 (Part 1-4). International Labour Conference. 46th Session, Geneva, 1962.

Contents: 1. Summary of Reports on Ratified Conventions (Articles 22 and 35 of the Constitution). 2. Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution). 3. Summary of Information relating to the Submission to the Competent Authorities of Conventions and Recommendations adopted by the International Labour Conference (Article 19 of the Constitution). 4. Report of the Committee of Experts on the Application of Conventions and Recommendations (Articles 19, 22, and 35 of the Constitution).

28. U.S. BUREAU OF LABOR STANDARDS. *Growth of Labor Law in the United States.* Washington, GPO, 1962. Pp. 316.

Partial Contents: Child Labour Laws. Hours Legislation. Wage Payment and Wage Collection. Minimum Wage Legislation. Occupational Health and Safety. Workmen's Compensation. Unemployment Insurance. State Laws against Discrimination in Private Employment.

Labour Organization

29. CONFÉDÉRATION DES SYNDICATS NATIONAUX. *Mémoire au cabinet fédéral, 13 mars 1962.* Québec, 1962. Pp. 42. Text in French and English.

30. GRODIN, JOSEPH R. *Union Government and the Law: British and American Experiences.* Los Angeles, Institute of Industrial Relations, University of California, 1961. Pp. 209.

Some of the topics are: restraint of trade; exhaustion of all available remedies by appeal within his own organization before a union member may appeal to the courts; judicial intervention in three areas of internal union affairs: discipline, union financial affairs, and the problem of majority rule and minority rights.

Labouring Classes

31. DYMOND, WILLIAM RICHARD. *Income and Employment Effects of Renewable Resource Development. Address [to] Resources for Tomorrow Conference, Montreal, October 27, 1961.* [Ottawa, Dept. of Labour, 1961]. Pp. 19.

32. FRIEDMANN, GEORGES. *The Anatomy of Work: the Implications of Specialization.* Translated by Wyatt Rawson. London, Heinemann, c1961. Pp. 203.

Concerns problems caused by repetitive jobs in factories, offices, etc. The author poses and attempts to answer the question, "What happens when the worker is bigger than his or her job?"

33. GOSDEN, P. H. J. H. *The Friendly Societies in England, 1815-1875.* Manchester [Eng.] University Press, 1961; label: New York, Barnes & Noble. Pp. 262.

Friendly societies were formed by working men to provide themselves with some or all of the following benefits secured by regular dues or special assessment: life insurance, sickness benefits, payment of funeral expenses, provision for old age, etc. This book is a study of friendly-society legislation and of the more important friendly societies, particularly the Manchester Unity of Odd Fellows and the Ancient Order of Foresters.

34. HOROVITZ, SAMUEL BERTRAM. *Workmen's Compensation: Half Century of Judicial Developments.* Lincoln, Nebraska Law Review, 1961. Pp. 100.

Brings up to date parts of the author's "Injury and Death under Workmen's Compensation Laws." The author is an American authority on the subject of workmen's compensation.

35. NATIONAL CONFERENCE ON INDUSTRIAL SAFETY. 2nd, Canberra, 1961. *Proceedings.* Canberra, Commonwealth of Australia, Dept. of Labour and National Service, 1961. Pp. 94. Conference held February 21 and 22, 1961.

36. U.S. PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY. *Federal Government Employment, Rules and Regulations . . . effective July 22, 1961 as amended February 27, 1962.* Washington, GPO, 1962. Pp. 7.

The President's Committee on Equal Employment Opportunity looks into complaints from any federal employee or qualified applicant for federal employment who believes he has been discriminated against because of race, creed, colour or national origin.

Occupations

37. Canada. Department of Labour. *Technological Changes and Skilled Manpower: Electronic Data Processing Occupations in a Large Insurance Company.* Ottawa, 1961. Pp. 41.

"The purpose of this report is to present a preliminary picture of what has been learned so far about the new electronic data processing occupations: what sort of knowledge and skills the new jobs demand; what sort of work the new jobs entail . . . and how the people in these jobs feel about their work and future prospects."

38. Canada. Department of Labour. Economics and Research Branch. *Social Worker.* Rev. ed. Ottawa, Queen's Printer, 1959. Pp. 24.

Provides information about types of social work; nature of the work; qualifications, preparation and training for entry into the profession; earnings, etc.

39. U.S. Bureau of Employment Security. *Selected Occupations concerned with Atomic Energy.* Washington, GPO, 1961. Pp. 57.

40. U.S. Forest Service. *Careers in Forestry.* Rev. ed. Washington, GPO, 1961. Pp. 22.

41. U.S. Office of Education. *The Beginning Teacher, Status and Career Orientations. Final Report on the Survey of New Teachers in the Public Schools, 1956-57,* by Ward S. Mason. Washington, GPO, 1961. Pp. 196.

This study is based on a sampling of 7,150 respondents to a questionnaire sent out by the U.S. Office of Education to beginning teachers. Information is given on background characteristics, educational background, teaching assignment, satisfaction with teaching, etc.

United Nations

42. Szapiro, Jerzy. *The Newspaperman's United Nations; a Guide for Journalists about the United Nations and Specialized Agencies.* Paris, UNESCO, 1961. Pp. 229.

The author served as Director of the U.N. Information Centre at the European Office of the U.N. in Geneva from 1949 to 1956. This book is designed as a textbook to be used in journalism training classes to teach journalists about the work of the U.N.

43. United Nations. Department of Economic and Social Affairs. *A Handbook of Public Administration; Current Concepts and Practice with Special Reference to Developing Countries.* New York, 1961. Pp. 126.

This study " . . . undertaken to show the relation between the public service and the national environment in which it must operate, to set forth the essential elements of good administration in a modern state and . . . to point out the types of United Nations technical assistance available in the administrative field."

Vocational Guidance

44. U.S. Children's Bureau. *The Lebanon Story.* Washington, GPO, 1961. Pp. 12.

Tells how Lebanon, Tenn. has provided job opportunities and vocational guidance for young people.

45. U.S. Office of Education. *Guidance, Counseling and Testing. Program Evaluation; Suggestions for Secondary Schools, Title V-A, National Defence Education Act of 1958.* Prepared by Frank E. Wellman and Don D. Twiford. Washington, GPO, 1961. Pp. 37.

Wages and Hours

46. Fonseca, Aloysius Joseph. *Wage Determination and Organized Labour in India.* Delft [1960?]. Pp. 153.

Thesis submitted to the Katholieke Economische Hogeschool, Tilburg, Holland, for the degree of Doctor of Economics.

47. Galenson, Walter. *The Soviet Wage Reform.* Berkeley, University of California, Institute of Industrial Relations, 1962. Pp. 16.

Explains the reasons for the program of wage reform begun in Russia in 1956.

48. Genders, J. E. *Wages and Salaries,* by J. E. Genders and N. J. Urwin. London, Institute of Personnel Management, 1962. Pp. 63.

The authors draw four conclusions: "(a) Wage and salary policy should be formulated at the highest level in the organization . . . (b) The detailed administration of wage and salary policy should be in the hands of a senior member of management . . . (c) All members of the management structure should have a working knowledge of the firm's wage and salary policy . . . (d) It is in the management's interest to see that employees are also helped to understand their wage and salary structures . . . "

49. Great Britain. Chancellor of the Exchequer. *Incomes Policy; the Next Step.* London, HMSO, 1962. Pp. [6].

Concerns British Government policy regarding increases in personal income.

50. Lach, George. *Canadian Executive Compensation.* [Montreal, Canadian National Railways, Personnel and Labour Relations Dept., 1962]. Pp. 56, 1, 2.

Paper presented to American Management Association, New York, January 24, 1962.

Women—Employment

51. American Federation of Labor and Congress of Industrial Organizations. Industrial Union Department. *Problems of Working Women; Summary Report of a Conference sponsored by Indus-*

trial Union Department, AFL-CIO, June 12-14, 1961, Washington, D.C. [Washington, 1962?]. Pp. 66.

Some of the topics discussed were women in trade unions, women as consumers, job opportunities for women, the working mother, protective legislation for women, etc.

52. Conference on Employment Problems of Working Women, Michigan State University, 1961. *Report.* Washington, U.S. Dept. of Labor, Women's Bureau, 1962. Pp. 23.

Conference held September 30, 1961, and sponsored by U.S. Women's Bureau, Michigan Dept. of Labor, and Michigan State University, Labor and Industrial Relations Center, Continuing Education Service.

Objectives of the conference were: (1) to provide the latest information on women and the world of work; (2) to review legislation and practices relating to minimum wages, equal pay, hours and working conditions; (3) to study the problems of the working mother; and (4) to suggest how organizations at the state and local level can help through such activities as legislative improvements, support of local training and retraining programs, and improved information to the general public.

53. National Conference on Day Care for Children, Washington, D.C., 1960. *Day Care Services, Form and Substance; a Report of a Conference, November 17-18, 1960.* Compiled by Gertrude L. Hoffman. Washington, GPO, 1962. Pp. 55.

Conference sponsored by the U.S. Children's Bureau and the U.S. Women's Bureau.

54. U.S. Agricultural Research Service. *Job-Related Expenditures and Management Practices of Gainfully Employed Wives in Four Georgia Cities.* Washington, GPO, 1962. Pp. 40.

The main purpose of this study was to learn how much of a working wife's total earnings would be left after expenses related to her employment were paid. Two types of expenses were considered: (1) those such as income tax, social security tax, and cost of transportation to and from work, meals, work clothing, etc.; and (2) expenses for paid help, clothing and personal care.

Miscellaneous

55. Bendix, Reinhard. *Social Stratification and the Political Community.* Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. [32].

Discusses the relationship between society and the state.

56. Dominion - Provincial Conference, Ottawa, 1960. *Dominion-Provincial Conference, 1960, Ottawa, July 25th, 26th, and 27th, 1960.* Ottawa, Queen's Printer, 1960. Pp. 168.

This Dominion-Provincial Conference was called to discuss fiscal arrangements between the federal Government and the Provinces.

57. Great Britain. Advisory Council on Scientific Policy. Committee on Scientific Manpower. *The Long-Term Demand for Scientific Manpower.* London, HMSO, 1961. Pp. [26].

Includes a Memorandum by the Committee on Scientific Manpower of the Advisory Council on Scientific Policy and a Report by the Statistics Committee of the Council. Estimates demand for scientific manpower in Great Britain to 1970.

58. Toronto. University. Commerce Club. *The Commerce Journal, 1962.* Toronto, 1962. Pp. 91.

Partial Contents: Canada's Atlantic Provinces—a Study in Regional Economic Retardation, by William J. Woodfine. Problems of Economic Development in Sierra Leone, by Douglas G. Hartle. The Outlook for Union-Management Co-operation—with Particular Reference to the Scanlon Plan, by John H. G. Crispo. Resources and Economic Growth, W. T. Easterbrook.

59. U.S. Bureau of Labor Statistics. *Labor, Productivity, and Costs in International Trade, a Collection of Readings.* Washington, GPO, 1960. Pp. 114.

The readings consist of articles, studies, papers, an address, and Congressional testimony.

Labour Conditions in Government Contracts

(*Continued from page 1069*)

Western Head N S: Urban Construction Ltd, erection of reinforced concrete light tower. *Roberval Que:* Arno Electric Reg'd, installation of runway & approach lighting (Project No 2829). *Cove Island Ont:* Docherty Construction Co Ltd, construction of dwelling. *Fort William Ont:* Hacquoil Construction Ltd, reconstruction of portion of aircraft-parking apron, Lakehead Airport. *Toronto Ont:* Canadian Comstock Co Ltd, installation of airport lighting facilities including lighting on runway 05R-23L. *Uplands Ont:* Elihu Edelson Ltd, installation of basement ventilation system & related work, Air Terminal Bldg, Ottawa Arport. *Abbotsford B C:* F B Stewart & Co Ltd, construction of A/P lighting facilities, etc, Airport. *Prince George B C:* Poole Construction Co Ltd, construction of dug well. *Yellowknife N W T:* Territorial Electric, installation of threshold identification lights on runway 32, Airport.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 18, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,862	625	1,894	2,495	1,223	625
Men	5,024	475	1,420	1,780	891	458
Women	1,838	150	474	715	332	167
14—19 years	852	87	260	275	166	64
20—24 years	864	87	281	279	147	70
25—44 years	2,991	251	839	1,118	509	274
45—64 years	1,933	177	472	736	351	197
65 years and over	222	23	42	87	50	20
Employed	6,582	585	1,798	2,404	1,201	594
Men	4,795	440	1,338	1,707	875	435
Women	1,787	145	460	697	326	159
Agriculture	797	49	166	204	343	35
Non-agriculture	5,785	536	1,632	2,200	858	559
Paid Workers	5,355	485	1,496	2,059	807	508
Men	3,771	356	1,079	1,428	543	365
Women	1,584	129	417	631	264	143
Unemployed	280	40	96	91	22	31
Men	229	35	82	73	16	23
Women	51	*	14	18	*	*
Persons not in the Labour Force	5,389	613	1,615	1,786	867	508
Men	1,065	142	311	330	167	115
Women	4,324	471	1,304	1,456	700	393

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED AUGUST 18, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,251	1,828	3,569	963	3,659	912	1,320
Labour force	6,862	852	3,460	872	831	625	222
Employed	6,582	783	3,349	809	818	607	216
Unemployed	280	69	111	63	13	18	*
Not in labour force	5,389	976	109	91	2,828	287	1,098
Participation rate [2]							
1962, August 18	56.0	46.6	96.9	90.6	22.7	68.5	16.8
July 21	56.2	47.6	96.8	91.6	22.6	68.7	16.8
Unemployment rate [3]							
1962, August 18	4.1	8.1	3.2	7.2	1.6	2.9	*
July 21	4.5	11.1	3.1	7.3	1.7	2.8	4.5

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED AUGUST 18, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	August 1962	July 1962	August 1961
Total unemployed	280	308	323
On temporary layoff up to 30 days	17	16	22
Without work and seeking work	263	292	301
Seeking full-time work	247	268	280
Seeking part-time work	16	24	21
Seeking under 1 month	72	92	70
Seeking 1—3 months	102	101	114
Seeking 4—6 months	31	37	44
Seeking more than 6 months	58	62	73

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
June.....	46.3	457.5	165.5	.....	.....	.....	.....	.....	.....	1,629.4
July.....	46.2	451.2	166.9	.....	.....	.....	.....	.....	.....	1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December...	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January.....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May*.....	47.0	481.7	160.1	65.3	332.5	93.3	717.9	1,475.9	218.1	1,677.1
June†.....	48.2	491.4	161.3	.....	.....	.....	.....	.....	.....	1,724.9

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at June 1962 employees in the principal non-agricultural industries reported a total employment of 2,979,458. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite [1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
			$			$
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961						
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May*	121.3	188.1	80.79	113.7	190.4	83.72
June†	124.8	188.6	81.04	116.2	190.4	83.72

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	June 1962	May 1962	June 1961	June 1962	May 1962	June 1961
				$	$	$
Provinces						
Newfoundland	143.8	127.5	142.4	73.88	72.89	72.06
Prince Edward Island	150.2	141.6	146.5	57.90	59.35	57.35
Nova Scotia	98.1	97.1	97.6	66.58	66.25	64.56
New Brunswick	110.7	103.0	108.5	65.22	64.45	63.06
Quebec	124.6	120.5	121.3	78.43	78.42	75.45
Ontario	125.6	123.4	120.8	84.25	84.08	81.85
Manitoba	114.1	110.6	113.4	75.67	74.63	74.04
Saskatchewan	132.1	127.0	130.7	77.66	76.73	75.28
Alberta (including Northwest Territories)	163.5	157.4	161.9	82.50	81.64	80.93
British Columbia (including Yukon)	119.1	115.7	116.0	88.21	87.59	85.77
Canada	**124.8**	**121.3**	**121.3**	**81.04**	**80.79**	**78.55**
Urban areas						
St. John's	143.2	138.4	137.6	62.31	60.94	59.56
Sydney	81.9	80.8	84.8	82.65	82.04	76.08
Halifax	124.3	124.3	120.6	68.26	67.65	65.46
Moncton	110.5	107.0	107.5	62.44	61.96	61.11
Saint John	107.6	106.5	104.5	65.78	65.80	62.78
Chicoutimi—Jonquiere	113.2	108.2	113.4	106.95	97.82	95.75
Quebec	122.8	119.2	115.8	68.72	69.55	67.04
Sherbrooke	111.0	107.1	102.2	67.82	66.56	65.88
Shawinigan	106.3	104.2	103.5	90.60	86.54	86.18
Three Rivers	121.5	118.0	115.4	75.62	73.76	73.27
Drummondville	81.8	80.2	76.5	67.33	67.70	62.26
Montreal	129.1	127.3	125.0	80.38	80.51	77.48
Ottawa—Hull	138.7	135.0	130.2	75.58	75.41	73.74
Kingston	118.4	115.7	123.5	78.42	78.99	76.11
Peterborough	97.6	96.9	90.7	90.27	89.66	85.39
Oshawa	189.4	189.5	173.9	102.19	104.98	91.67
Toronto	138.2	137.0	132.8	84.99	84.39	82.36
Hamilton	116.2	114.2	110.1	89.96	90.46	87.52
St. Catharines	113.1	111.0	108.8	91.93	95.04	89.52
Niagara Falls	105.3	101.8	100.7	81.33	82.29	80.05
Brantford	82.4	82.0	82.3	75.23	75.83	74.20
Guelph	126.2	122.7	123.1	75.30	75.51	73.42
Galt	118.4	115.4	107.8	73.17	71.82	71.02
Kitchener	133.2	131.0	124.1	77.60	76.46	74.86
Sudbury	146.2	145.8	148.4	92.58	91.43	91.70
Timmins	90.4	90.4	93.9	71.94	73.10	70.20
London	138.9	137.3	131.7	77.31	76.57	75.00
Sarnia	132.1	134.9	128.6	103.95	104.32	101.23
Windsor	73.9	74.4	74.6	92.06	92.24	89.02
Sault Ste. Marie	151.1	150.9	143.7	101.32	101.73	98.26
Fort William—Port Arthur	111.3	107.9	114.3	81.36	82.21	80.73
Winnipeg	113.0	110.5	113.0	72.88	71.57	71.37
Regina	146.6	142.5	141.5	75.79	75.00	73.07
Saskatoon	144.5	140.8	147.6	73.51	72.64	70.38
Edmonton	208.6	203.7	195.9	78.12	76.23	75.64
Calgary	183.5	179.4	177.7	82.03	81.08	77.42
Vancouver	116.1	114.2	113.6	86.50	86.04	84.11
Victoria	119.0	115.8	110.2	81.30	79.97	77.49

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment			Average Weekly Wages and Salaries		
	June 1962	May 1962	June 1961	June 1962	May 1962	June 1961
				$	$	$
Mining	**121.0**	**117.8**	**119.7**	**98.70**	**98.59**	**95.49**
Metal mining	135.1	133.0	135.2	100.26	100.22	98.18
Gold	70.7	69.5	72.8	80.72	82.63	78.53
Other metal	195.0	192.0	193.4	106.84	106.14	105.07
Fuels	85.3	84.5	84.0	104.64	101.94	97.15
Coal	40.8	41.9	40.6	79.72	77.52	73.32
Oil and natural gas	267.2	258.8	270.9	120.20	118.09	112.51
Non-metal	162.1	147.2	153.3	83.68	86.30	82.16
Manufacturing	**116.2**	**113.7**	**111.2**	**83.72**	**83.72**	**81.16**
Durable goods	120.7	118.4	113.7	90.22	90.38	87.42
Non-durable goods	112.3	109.7	109.1	77.87	77.70	75.70
Food and beverages	122.3	115.5	119.0	73.39	74.15	72.25
Meat products	136.0	132.4	137.5	84.66	85.10	84.25
Canned and preserved fruits and vegetables	114.7	94.4	96.1	62.93	66.36	64.07
Grain mill products	102.5	100.1	102.8	81.79	82.40	79.43
Bread and other bakery products	113.9	111.4	113.1	71.53	70.82	69.25
Distilled and malt liquors	100.5	95.3	120.6	103.42	102.58	98.56
Tobacco and tobacco products	83.9	99.4	81.9	86.01	77.60	82.36
Rubber products	107.9	105.4	100.3	87.07	85.88	84.60
Leather products	89.0	87.4	87.2	55.66	54.58	54.27
Boots and shoes (except rubber)	96.7	94.1	94.6	53.44	51.87	51.62
Textile products (except clothing)	82.2	81.0	78.5	66.51	66.44	64.40
Cotton yarn and broad woven goods	73.6	73.4	70.6	62.98	62.51	61.62
Woollen goods	63.2	61.4	62.6	62.94	62.75	61.12
Synthetic textiles and silk	91.0	88.9	84.1	72.60	73.41	70.02
Clothing (textile and fur)	92.2	91.1	89.5	51.27	51.03	49.86
Men's clothing	96.0	94.7	91.6	50.26	49.32	48.32
Women's clothing	95.9	96.6	96.2	51.47	52.81	50.70
Knit goods	74.8	73.1	70.3	51.59	50.67	50.03
Wood products	113.1	108.1	109.3	71.36	70.75	69.85
Saw and planing mills	116.8	110.8	114.7	73.29	72.56	71.78
Furniture	117.5	114.3	109.7	69.24	69.13	67.66
Other wood products	86.4	82.8	82.5	63.86	62.95	62.37
Paper products	129.2	125.1	127.3	98.78	97.28	94.91
Pulp and paper mills	129.1	124.8	128.7	106.74	104.94	102.16
Other paper products	129.4	125.9	124.0	79.80	79.10	77.29
Printing, publishing and allied industries	127.2	126.7	124.5	90.99	91.46	87.63
Iron and steel products	111.5	109.7	105.4	95.67	95.92	92.46
Agricultural implements	59.2	62.6	67.9	99.09	98.31	93.64
Fabricated and structural steel	163.0	157.0	149.5	99.46	96.86	93.79
Hardware and tools	109.2	106.9	100.4	84.08	84.17	82.15
Heating and cooking appliances	105.4	102.5	97.5	81.94	80.34	79.17
Iron castings	97.4	94.6	91.4	91.06	90.12	88.17
Machinery, industrial machinery	125.0	126.7	115.2	91.37	90.83	88.42
Primary iron and steel	128.0	125.7	120.5	108.70	112.84	106.03
Sheet metal products	121.9	115.5	109.7	95.04	93.62	91.95
Wire and wire products	113.0	112.7	111.5	94.72	95.50	94.22
Transportation equipment	114.5	115.3	106.9	96.39	97.85	92.45
Aircraft and parts	253.0	256.0	258.2	97.56	96.24	95.29
Motor vehicles	114.6	115.8	105.3	112.49	116.67	103.85
Motor vehicles parts and accessories	113.2	116.9	102.9	89.89	96.19	90.46
Railroad and rolling stock equipment	58.0	57.3	55.2	85.68	84.49	83.97
Shipbuilding and repairing	151.0	149.6	130.7	90.93	89.89	83.55
Non-ferrous metal products	127.8	125.4	126.5	95.73	94.37	93.33
Aluminum products	146.4	140.4	141.2	91.43	92.63	89.13
Brass and copper products	105.8	104.5	103.4	88.93	89.98	89.48
Smelting and refining	142.5	140.3	147.4	106.01	102.88	101.08
Electrical apparatus and supplies	150.5	147.1	133.7	89.66	89.16	88.17
Heavy electrical machinery	111.5	107.9	100.7	97.66	97.59	95.72
Telecommunication equipment	270.5	265.7	228.7	86.53	86.67	86.45
Non-metallic mineral products	157.4	151.2	146.0	89.43	88.48	85.71
Clay products	96.2	91.3	92.1	79.51	79.71	79.20
Glass and glass products	173.6	165.4	160.3	85.14	84.29	80.47
Products of petroleum and coal	143.5	141.1	140.2	120.02	121.46	116.78
Petroleum refining and products	144.9	143.6	142.9	121.48	122.47	117.59
Chemical products	136.6	135.8	133.3	98.47	98.39	94.78
Medicinal and pharmaceutical preparations	124.4	122.3	120.9	85.70	85.77	82.69
Acids, alkalis and salts	163.7	160.3	158.3	109.02	109.71	106.47
Other chemical products	133.6	133.6	130.8	98.43	98.14	94.38
Miscellaneous manufacturing industries	144.9	142.7	139.0	73.13	73.33	71.40
Construction	**137.1**	**127.5**	**134.3**	**86.98**	**85.21**	**83.26**
Building and general engineering	133.3	123.6	127.7	93.71	91.85	89.92
Highways, bridges and streets	143.5	134.0	145.5	76.52	74.97	73.47
Electric and motor transportation	125.6	137.8	138.0	86.05	85.64	83.68
Service	**162.8**	**157.7**	**155.2**	**56.70**	**57.09**	**55.23**
Hotels and restaurants	142.4	136.4	137.6	43.08	43.45	41.93
Laundries and dry cleaning plants	132.6	130.6	126.1	50.73	50.83	48.89
Industrial composite	**124.8**	**121.3**	**121.3**	**81.04**	**80.79**	**78.55**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	June 1962	May 1962	June 1961	June 1962	May 1962	June 1961
				$	$	$
Newfoundland	41.6	40.8	44.1	1.59	1.70	1.53
Nova Scotia	41.5	41.9	42.3	1.63	1.65	1.57
New Brunswick	41.3	41.9	43.7	1.58	1.53	1.46
Quebec	41.8	41.7	41.7	1.72	1.70	1.65
Ontario	41.2	41.2	40.9	1.97	1.99	1.93
Manitoba	40.1	39.6	40.3	1.75	1.76	1.74
Saskatchewan	39.8	39.6	39.6	2.00	2.02	1.96
Alberta (1)	40.8	40.1	40.1	2.00	2.00	1.96
British Columbia (2)	38.3	38.1	37.9	2.27	2.27	2.22

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D. B. S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May*	41.0	1.89	77.51	185.7	142.3
June†	41.1	1.88	77.50	185.7	141.7

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings.*

*Revised.

†Subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1962	May 1962	June 1961	June 1962	May 1962	June 1961	June 1962	May 1962	June 1961
	no.	no.	no.	$	$	$	$	$	$
Mining	**42.0**	**42.2**	**42.2**	**2.19**	**2.17**	**2.12**	**91.95**	**91.72**	**89.39**
Metal mining	41.9	42.4	42.5	2.28	2.25	2.20	95.42	95.46	93.47
Gold	42.5	43.8	43.1	1.76	1.76	1.69	74.92	77.21	72.91
Other metal	41.7	41.9	42.3	2.47	2.44	2.39	102.84	102.04	101.26
Fuels	41.7	40.7	41.4	2.09	2.06	1.99	86.91	83.88	82.20
Coal	42.5	41.5	41.2	1.84	1.84	1.75	78.28	76.25	71.98
Oil and natural gas	40.3	39.1	41.6	2.52	2.51	2.32	101.43	98.26	96.68
Non-metal	42.6	43.1	41.9	1.95	1.96	1.92	83.11	84.41	80.63
Manufacturing	**41.1**	**41.0**	**41.0**	**1.88**	**1.89**	**1.83**	**77.50**	**77.51**	**75.02**
Durable goods	41.6	41.7	41.3	2.04	2.04	1.99	84.86	85.12	82.04
Non-durable goods	40.6	40.5	40.8	1.73	1.74	1.68	70.50	70.20	68.58
Food and beverages	41.2	41.4	42.2	1.63	1.64	1.59	66.98	68.02	66.98
Meat products	41.3	41.0	42.2	1.94	1.96	1.91	80.10	80.51	80.55
Canned and preserved fruits and vegetables	40.7	40.1	39.4	1.34	1.42	1.39	54.57	56.82	54.62
Grain mill products	42.6	42.9	42.7	1.83	1.85	1.75	77.95	79.17	74.76
Bread and other bakery products	42.3	42.3	43.4	1.54	1.52	1.50	64.99	64.48	64.95
Distilled liquors	42.1	40.6	41.4	2.22	2.18	2.08	93.49	88.35	85.85
Malt liquors	40.2	40.4	41.1	2.35	2.38	2.35	94.49	96.17	96.61
Tobacco and tobacco products	39.8	39.0	39.7	2.01	1.84	1.94	80.11	71.65	76.92
Rubber products	42.3	41.6	41.4	1.94	1.94	1.89	82.07	80.47	78.37
Leather products	39.8	38.9	40.2	1.28	1.27	1.24	50.86	49.55	49.91
Boots and shoes (except rubber)	39.9	38.4	40.0	1.23	1.23	1.18	49.10	47.09	47.40
Other leather products	39.7	40.0	40.5	1.39	1.38	1.37	54.99	55.23	55.65
Textile products (except clothing)	42.3	42.2	42.1	1.42	1.42	1.37	60.03	60.03	57.78
Cotton yarn and broad woven goods	40.3	40.1	40.5	1.46	1.45	1.41	58.78	58.16	57.21
Woollen goods	44.1	43.8	43.7	1.31	1.31	1.29	57.92	57.44	56.19
Synthetic textiles and silk	42.8	43.8	42.7	1.51	1.52	1.46	64.65	66.57	62.17
Clothing (textile and fur)	37.9	37.7	38.0	1.22	1.22	1.17	46.23	45.88	44.62
Men's clothing	37.9	37.2	37.3	1.21	1.21	1.17	45.78	45.03	43.72
Women's clothing	35.5	36.5	36.3	1.30	1.31	1.24	46.25	47.64	45.02
Knit goods	40.9	40.0	40.9	1.14	1.13	1.10	46.77	45.33	45.05
*Wood products	41.9	41.4	41.6	1.64	1.63	1.60	68.63	67.61	66.65
Saw and planing mills	41.3	40.7	41.0	1.74	1.74	1.70	71.87	70.82	69.61
Furniture	42.7	42.5	42.7	1.51	1.49	1.47	64.38	63.52	62.64
Other wood products	43.5	42.6	42.8	1.36	1.36	1.34	59.03	57.81	57.53
Paper products	41.9	41.2	41.4	2.23	2.22	2.15	93.51	91.47	88.94
Pulp and paper mills	42.1	41.3	41.4	2.41	2.39	2.31	101.18	98.80	95.61
Other paper products	41.4	41.0	41.5	1.76	1.75	1.71	73.03	71.92	70.86
Printing, publishing and allied industries	39.0	39.4	39.2	2.31	2.32	2.22	89.97	91.44	86.92
*Iron and steel products	41.7	41.7	41.1	2.18	2.20	2.14	90.94	91.62	87.90
Agricultural implements	41.9	41.2	40.1	2.19	2.21	2.16	91.86	91.07	86.38
Fabricated and structural steel	42.3	41.6	41.0	2.19	2.15	2.10	92.40	89.30	86.13
Hardware and tools	43.0	42.8	42.2	1.82	1.82	1.79	78.15	77.81	75.64
Heating and cooking appliances	41.2	40.2	40.5	1.85	1.86	1.80	76.04	74.56	73.10
Iron castings	41.4	42.0	41.8	2.06	2.06	2.01	85.55	86.48	83.99
Machinery, industrial	42.1	41.7	41.8	2.04	2.03	1.98	86.00	84.53	82.55
Primary iron and steel	40.5	41.5	40.2	2.58	2.64	2.54	104.49	109.66	101.88
Sheet metal products	42.7	41.9	41.9	2.14	2.14	2.10	91.55	89.53	88.18
Wire and wire products	41.8	42.3	42.2	2.14	2.14	2.12	89.24	90.43	89.57
*Transportation equipment	41.4	42.1	40.8	2.20	2.21	2.13	91.20	93.21	87.00
Aircraft and parts	41.0	41.1	41.7	2.14	2.13	2.10	87.49	87.67	87.83
Motor vehicles	43.2	45.3	41.7	2.46	2.48	2.34	106.25	112.55	97.60
Motor vehicle parts and accessories	41.4	42.5	40.5	2.09	2.15	2.09	86.56	91.48	84.52
Railroad and rolling stock equipment	39.7	39.5	39.4	2.10	2.09	2.07	83.44	82.33	81.67
Shipbuilding and repairing	41.1	41.3	40.0	2.19	2.15	2.05	89.91	88.65	81.97
*Non-ferrous metal products	40.5	40.7	40.6	2.22	2.16	2.16	89.79	88.01	87.56
Aluminum products	41.4	42.1	41.6	1.93	1.92	1.90	79.92	80.78	78.84
Brass and copper products	41.0	41.5	41.6	2.03	2.05	2.02	83.19	85.00	84.27
Smelting and refining	40.0	40.0	40.0	2.51	2.42	2.39	100.18	96.71	95.40
*Electrical apparatus and supplies	41.1	40.7	41.0	1.91	1.90	1.88	78.56	77.43	77.18
Heavy electrical machinery and equipment	41.2	41.1	41.2	2.15	2.14	2.08	88.49	87.81	85.71
Telecommunication equipment	40.7	40.4	40.6	1.74	1.74	1.73	70.67	70.26	70.23
Refrigerators, vacuum cleaners and appliances	40.2	40.3	40.1	1.93	1.93	1.91	77.68	77.78	76.64
Wire and cable	42.5	41.7	43.4	2.13	2.13	2.08	90.53	88.81	90.49
Miscellaneous electrical products	41.2	40.4	40.6	1.80	1.80	1.79	74.35	72.53	72.59
*Non-metallic mineral products	43.8	43.6	43.7	1.92	1.91	1.86	83.97	83.30	81.38
Clay products	43.2	42.9	43.8	1.72	1.73	1.69	74.22	74.16	74.13
Glass and glass products	41.2	41.1	41.0	1.92	1.91	1.87	78.98	78.49	76.59
Products of petroleum and coal	41.4	42.0	41.5	2.65	2.68	2.57	109.52	112.29	106.69
Chemical products	41.2	41.3	41.2	2.11	2.10	2.03	86.82	86.68	83.64
Medicinal and pharmaceutical preparations	40.2	39.9	40.1	1.64	1.62	1.54	65.72	64.42	61.84
Acids, alkalis and salts	40.5	41.0	41.2	2.41	2.41	2.33	97.86	98.68	96.07
Miscellaneous manufacturing industries	41.1	40.9	41.1	1.55	1.55	1.51	63.75	63.28	62.15
Professional and scientific equipment	40.5	40.5	40.7	1.85	1.85	1.85	75.07	74.88	75.19
Construction	**41.9**	**40.6**	**41.9**	**2.04**	**2.04**	**1.94**	**85.44**	**82.93**	**81.47**
Building and general engineering	40.9	39.8	41.1	2.23	2.24	2.13	91.31	88.94	87.31
Highways, bridges and streets	43.7	42.0	43.3	1.72	1.72	1.65	75.02	72.34	71.43
Electric and motor transportation	43.5	43.2	43.8	1.99	1.98	1.90	86.34	85.62	83.12
Service	**38.6**	**38.4**	**39.0**	**1.09**	**1.10**	**1.06**	**42.11**	**42.41**	**41.14**
Hotels and restaurants	38.2	38.2	39.0	1.05	1.07	1.02	40.17	40.81	39.93
Laundries and dry cleaning plants	40.5	40.5	40.0	1.05	1.05	1.03	42.49	42.57	41.07

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
August 1957	14,379	16,047	30,426	171,981	76,446	248,427
August 1958	10,012	13,446	23,458	237,319	106,423	343,742
August 1959	16,741	18,466	35,207	172,417	96,074	268,491
August 1960	13,748	14,427	28,175	236,969	117,044	354,013
August 1961	14,963	17,850	32,813	216,245	104,695	320,940
September 1961	14,645	17,066	31,711	216,358	101,260	317,618
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962[1]	22,872	17,895	40,767	224,452	113,407	337,859
August 1962[1]						

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH JULY 1961—JULY 1962.

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958—Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—July	231,069	98,915	74,950	44,374	66,017	37,286
August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507[r]	100,426[r]	92,346	48,564	86,218	39,253
July	250,980[1]	114,963[1]	97,147	56,863	85,399	49,523

[1] Preliminary—subject to revision.

[r] Revised figures.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING JULY, 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from July, 1961
Agriculture, Fishing, Trapping	15,026	16,169	31,195	+ 12,498
Forestry	3,266	33	3,299	+ 614
Mining, Quarrying and Oil Wells	923	60	983	+ 59
Metal Mining	591	10	601	+ 37
Fuels	104	19	123	− 20
Non-Metal Mining	90	4	94	− 14
Quarrying, Clay and Sand Pits	86	1	87	+ 17
Prospecting	52	26	78	+ 39
Manufacturing	16,217	9,299	25,516	+ 5,177
Foods and Beverages	2,801	3,266	6,067	+ 1,541
Tobacco and Tobacco Products	37	111	148	+ 100
Rubber Products	99	73	172	+ 62
Leather Products	183	310	493	+ 166
Textile Products (except clothing)	540	391	931	+ 333
Clothing (textile and fur)	393	2,100	2,493	+ 423
Wood Products	2,174	210	2,384	+ 229
Paper Products	1,045	308	1,353	− 308
Printing, Publishing and Allied Industries	669	316	985	+ 262
Iron and Steel Products	3,540	436	3,976	+ 1,088
Transportation Equipment	1,775	213	1,988	+ 392
Non-Ferrous Metal Products	720	185	905	+ 266
Electrical Apparatus and Supplies	509	500	1,009	+ 273
Non-Metallic Mineral Products	673	114	787	+ 90
Products of Petroleum and Coal	77	25	102	+ 2
Chemical Products	448	205	653	+ 72
Miscellaneous Manufacturing Industries	534	536	1,070	+ 186
Construction	15,624	223	15,847	+ 2,953
General Contractors	10,694	128	10,822	+ 1,926
Special Trade Contractors	4,930	95	5,025	+ 1,027
Transportation, Storage and Communication	8,170	549	8,719	+ 3,096
Transportation	7,560	275	7,835	+ 2,777
Storage	465	77	542	+ 220
Communication	145	197	342	+ 99
Public Utility Operation	454	60	514	+ 211
Trade	8,770	6,184	14,954	+ 2,401
Wholesale	3,781	1,925	5,706	+ 810
Retail	4,989	4,259	9,248	+ 1,591
Finance, Insurance and Real Estate	639	1,153	1,792	+ 454
Service	16,310	15,793	32,103	+ 4,156
Community or Public Service	1,120	1,344	2,464	+ 525
Government Service	3,541	884	4,425	− 128
Recreation Service	2,566	276	2,842	+ 185
Business Service	3,840	1,324	5,164	+ 1,004
Personal Service	5,243	11,965	17,208	+ 2,570
Grand Total	85,399	49,523	134,922	+ 31,619

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TABLE D-4.—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JULY 31, 1962.[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	7,594	1,990	9,584
Clerical Workers	16,909	41,435	58,344
Sales Workers	6,995	13,498	20,493
Personal & Domestic Service Workers	26,014	20,203	46,217
Seamen	833	11	844
Agriculture, Fishing, Forestry (Ex. log.)	6,063	1,013	7,076
Skilled and Semi-Skilled Workers	81,038	14,082	95,120
Food and kindred products (incl. tobacco)	858	369	1,227
Textiles, clothing, etc.	1,886	8,332	10,218
Lumber and lumber products	8,434	93	8,527
Pulp, paper (incl. printing)	842	321	1,163
Leather and leather products	680	740	1,420
Stone, clay & glass products	264	32	296
Metalworking	10,814	935	11,749
Electrical	1,508	982	2,490
Transportation equipment	1,370	52	1,422
Mining	1,263	—	1,263
Construction	12,965	4	12,969
Transportation (except seamen)	15,825	94	15,919
Communications & public utility	440	1	441
Trade and service	3,524	1,235	4,759
Other skilled and semi-skilled	14,170	674	14,844
Foremen	1,751	211	1,962
Apprentices	4,444	7	4,451
Unskilled Workers	79,006	21,175	100,181
Food and tobacco	2,545	5,301	7,846
Lumber & lumber products	6,455	281	6,736
Metalworking	3,045	440	3,485
Construction	29,798	6	29,804
Other unskilled workers	37,189	15,148	52,337
GRAND TOTAL	**224,452**	**113,407**	**337,859**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JULY 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) July 31, 1962	Previous Year July 31, 1961
Newfoundland	**7,691**	**7,205**
Corner Brook	2,441	2,333
Grand Falls	625	650
St. John's	4,625	4,222
Prince Edward Island	**1,328**	**1,229**
Charlottetown	700	576
Summerside	628	653
Nova Scotia	**13,181**	**13,678**
Amherst	640	668
Bridgewater	561	686
Halifax	3,977	3,546
Inverness	267	236
Kentville	1,045	1,040
Liverpool	332	307
New Glasgow	1,500	1,315
Springhill	548	610
Sydney	2,380	2,801
Sydney Mines	668	1,241
Truro	720	638
Yarmouth	543	590
New Brunswick	**11,079**	**10,392**
Bathurst	835	732
Campbellton	844	918
Edmundston	773	666
Fredericton	1,218	1,087
Minto	455	360
Moncton (2)	2,555	2,095
Newcastle	917	868
Saint John	2,525	2,448
St. Stephen	324	632
Sussex	190	187
Woodstock	443	399
Quebec	**109,770**	**111,415**
Alma	1,807	1,563
Asbestos	290	269
Baie Comeau	430	441
Beauharnois	906	711
Buckingham	407	530
Causapscal	751	601
Chandler	1,136	503
Chicoutimi	1,870	1,646
Cowansville	275	862
Dolbeau	735	831
Drummondville	1,425	1,863
Farnham	326	519
Forestville	299	288
Gaspé	701	391
Granby	1,696	1,472
Hull	1,600	1,784
Joliette	2,587	2,756
Jonquière	2,151	1,614
Lachute	428	408
La Malbaie	526	868
La Tuque	692	632
Lévis	1,496	1,743
Louiseville	703	737
Magog	475	442
Maniwaki	274	411
Matane	999	775
Mégantic	386	472
Mont-Laurier	431	522
Montmagny	785	863
Montréal	42,052	46,586
New Richmond	465	424
Port Alfred	599	490
Québec	9,227	7,870
Rimouski	1,682	1,380
Rivière du Loup	1,715	1,398
Roberval	1,274	894
Rouyn	1,646	1,640
Ste Agathe des Monts	218	296
Ste. Anne de Bellevue	541	759
Ste. Thérèse	1,422	1,274
St. Hyacinthe	1,410	1,501
St. Jean	1,978	1,385
St. Jérôme	1,009	1,424
Sept-Iles	1,088	1,585
Shawinigan	2,686	2,477
Quebec—Concluded		
Sherbrooke	3,662	3,359
Sorel	927	1,700
Thetford Mines	1,001	845
Trois-Rivières	3,492	2,921
Val d'Or	1,282	1,365
Valleyfield	1,386	1,147
Victoriaville	1,191	1,292
Ville St. Georges	1,230	886
Ontario	**117,216**	**133,570**
Arnprior	188	217
Barrie	940	860
Belleville	1,014	1,149
Bracebridge	379	384
Brampton	1,091	1,052
Brantford	1,896	2,486
Brockville	427	393
Carleton Place	162	141
Chatham	2,380	1,997
Cobourg	882	834
Collingwood	380	481
Cornwall	1,767	2,027
Elliot Lake	309	495
Fort Erie	338	372
Fort Frances	241	283
Fort William	1,145	1,252
Galt	839	1,902
Gananoque	154	150
Goderich	267	353
Guelph	1,129	1,539
Hamilton	7,980	10,655
Hawkesbury	280	384
Kapuskasing	640	898
Kenora	353	293
Kingston	1,592	1,496
Kirkland Lake	485	869
Kitchener	2,014	2,676
Leamington	651	750
Lindsay	739	681
Listowel	173	171
London	3,270	3,607
Long Branch	2,599	2,623
Midland	382	281
Napanee	229	290
New Liskeard (3)	354	—
Newmarket	1,202	946
Niagara Falls	1,222	1,358
North Bay	681	948
Oakville	497	737
Orillia	449	647
Oshawa	8,597	8,003
Ottawa	3,765	3,962
Owen Sound	813	838
Parry Sound	294	80
Pembroke	908	989
Perth	338	402
Peterborough	2,084	2,388
Picton	125	149
Port Arthur	1,250	1,777
Port Colborne	524	452
Prescott	376	638
Renfrew	219	286
St. Catharines	4,438	3,770
St. Thomas	731	659
Sarnia	1,360	2,254
Sault Ste. Marie	1,217	1,915
Simcoe	1,913	843
Sioux Lookout	109	103
Smiths Falls	342	351
Stratford	576	647
Sturgeon Falls	477	411
Sudbury	1,790	2,975
Tillsonburg	849	320
Timmins	1,113	1,677
Toronto	25,637	31,571
Trenton	587	546
Walkerton	429	526
Wallaceburg	573	638
Welland	1,493	1,667
Weston	2,573	3,035
Windsor	9,424	10,342
Woodstock	572	679

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JULY 31, 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	(1) July 31, 1962	Previous Year July 31, 1961	Office	(1) July 31, 1962	Previous Year July 31, 1961
Manitoba	**12,817**	**14,472**	**British Columbia**	**37,292**	**44,917**
Brandon	956	1,039	Chilliwack	710	1,215
Dauphin	461	545	Courtenay	779	1,053
Flin Flon	129	130	Cranbrook	562	438
Portage la Prairie	515	451	Dawson Creek	909	870
The Pas	209	166	Duncan	831	1,119
Winnipeg	10,547	12,141	Kamloops	726	1,084
			Kelowna	496	519
Saskatchewan	**8,616**	**9,275**	Kitimat	83	1,005
Estevan	151	280	Mission City	658	719
Lloydminster	126	196	Nanaimo	895	1,406
Moose Jaw	624	690	Nelson	410	504
North Battleford	433	389	New Westminster	5,821	6,530
Prince Albert	973	1,085	Penticton	735	694
Regina	2,528	2,363	Port Alberni	580	819
Saskatoon	2,537	2,708	Prince George	989	1,014
Swift Current	323	299	Prince Rupert	484	629
Weyburn	147	214	Princeton	234	222
Yorkton	774	1,051	Quesnel	576	701
			Trail	452	531
Alberta	**18,869**	**17,856**	Vancouver	16,819	19,449
Blairmore	303	244	Vernon	834	760
Calgary	5,816	6,325	Victoria	2,449	3,296
Drumheller	295	321	Whitehorse	260	340
Edmonton	9,078	7,581			
Edson	352	243	**Canada**	**337,859**	**364,009**
Grande Prairie	592	558			
Lethbridge	1,129	1,013	Males	224,452	246,016
Medicine Hat	587	792			
Red Deer	717	779	Females	113,407	117,993

(1) Preliminary—subject to revision.

(2) Includes 88 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicants' highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month*. Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported*. In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfers-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (Revised*)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—May	3,895,000	3,631,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700
September	3,913,000	3,683,800	229,200
August	3,939,000	3,709,700	229,300
July	3,918,000	3,662,700	255,300
June	3,896,000	3,629,100	266,900
May	4,021,360	3,505,820	515,540†

*Revised on the basis of June 1, 1961 book renewal.

†The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JUNE, 1962

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,701	1,314	387	2,024	1,062	962	563
Prince Edward Island	231	150	81	249	173	76	54
Nova Scotia	3,927	2,319	1,608	4,145	3,024	1,121	967
New Brunswick	2,895	1,872	1,023	3,073	2,029	1,044	906
Quebec	29,495	19,070	10,425	29,905	20,398	9,507	10,170
Ontario	34,497	21,228	13,269	35,496	24,294	11,202	9,515
Manitoba	3,544	2,347	1,197	3,934	2,567	1,367	840
Saskatchewan	1,618	1,096	522	1,671	1,047	624	425
Alberta	4,489	2,952	1,537	4,915	3,293	1,622	1,340
British Columbia	11,087	6,868	4,219	12,240	7,894	4,346	2,436
Total, Canada, June 1962	93,484	59,216	34,268	97,652	65,781	31,871	27,216
Total, Canada, May 1962	138,439	92,945	45,494	153,463	119,826	33,637	31,384
Total, Canada, June 1961	112,845	67,970	44,875	118,433	84,615	33,818	28,621

*In addition, revised claims received numbered 36,994.

†In addition, 38,432 revised claims were disposed of. Of these, 3,959 were special requests not granted and 2,400 were appeals by claimants. There were 9,367 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JUNE 29, 1962

(Counted on last working day of the month)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	June 30 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	214,311	59,320	22,760	31,252	25,519	18,872	13,380	43,208	31.2	266,876
Male	136,524	39,660	14,712	19,524	16,932	12,311	8,001	25,384	34.3	177,195
Female	77,787	19,660	8,048	11,728	8,587	6,561	5,379	17,824	25.6	89,681
Newfoundland	6,678	984	454	778	857	761	895	1,949	71.2	6,427
Male	5,633	817	346	684	755	661	786	1,584	72.5	5,435
Female	1,045	167	108	94	102	100	109	365	63.8	992
Prince Edward Island	749	160	61	111	92	63	54	208	52.9	808
Male	466	100	41	73	59	40	37	116	56.2	516
Female	283	60	20	38	33	23	17	92	47.3	292
Nova Scotia	10,181	2,158	886	1,287	1,649	863	629	2,709	41.3	12,842
Male	7,582	1,659	663	911	1,281	642	442	1,984	41.4	10,242
Female	2,599	499	223	376	368	221	187	725	41.1	2,600
New Brunswick	8,568	1,803	746	1,223	1,600	942	538	1,716	50.0	9,625
Male	6,185	1,298	556	879	1,348	738	364	1,002	51.9	6,980
Female	2,383	505	190	344	252	204	174	714	44.9	2,645
Quebec	66,079	19,750	7,303	10,360	7,610	6,114	3,846	11,096	29.5	82,611
Male	43,579	13,100	4,928	6,738	5,186	4,415	2,564	6,648	32.4	54,861
Female	22,500	6,650	2,375	3,622	2,424	1,699	1,282	4,448	23.9	27,750
Ontario	71,161	22,199	8,067	10,054	7,228	5,368	4,056	14,189	20.6	93,959
Male	40,914	14,140	4,667	5,440	3,948	2,889	2,017	7,813	20.9	59,060
Female	30,247	8,059	3,400	4,614	3,280	2,479	2,039	6,376	20.1	34,899
Manitoba	9,890	2,473	936	1,413	1,175	1,026	699	2,168	23.8	10,695
Male	6,168	1,664	574	873	748	582	395	1,332	27.9	6,647
Female	3,722	809	362	540	427	444	304	836	16.9	4,048
Saskatchewan	5,010	962	427	759	644	428	400	1,390	43.7	5,652
Male	2,861	585	235	433	403	250	206	749	49.6	3,336
Female	2,149	377	192	326	241	178	194	641	35.8	2,316
Alberta	11,983	2,824	1,343	1,682	1,786	1,272	903	2,173	66.0	12,219
Male	7,928	1,969	958	1,169	1,263	863	514	1,192	72.0	8,081
Female	4,055	855	385	513	523	409	389	981	54.3	4,138
British Columbia	24,012	6,007	2,537	3,585	2,878	2,035	1,360	5,610	27.4	32,038
Male	15,208	4,328	1,744	2,324	1,941	1,231	676	2,964	30.5	22,037
Female	8,804	1,679	793	1,261	937	804	684	2,646	22.0	10,001

TABLE E-4—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE 1962

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid	Amount of Benefit Paid $
Newfoundland	44,817	1,084,072
Prince Edward Island	4,742	96,095
Nova Scotia	52,097	1,141,473
New Brunswick	47,385	1,054,061
Quebec	223,681	5,294,939
Ontario	237,274	5,493,980
Manitoba	40,282	951,475
Saskatchewan	20,488	478,022
Alberta	41,300	1,034,074
British Columbia	85,909	2,080,988
Total, Canada, June 1962	797,975	18,709,179
Total, Canada, May 1962	1,893,197	45,409,414
Total, Canada, June 1961	1,098,256	25,890,434

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1962

(1949 = 100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	July 1961	June 1962	July 1962							
[a]St. John's, Nfld.	116.9	117.4	117.3	111.0	113.4	111.6	124.5	155.2	152.6	98.9
Halifax	127.8	129.6	130.3	122.6	133.9	123.0	139.2	163.4	164.0	123.9
Saint John	129.7	130.9	131.8	126.3	131.6	121.1	143.6	184.5	150.8	124.3
Montreal	128.5	130.5	131.1	132.4	134.6	105.8	159.9	163.8	142.0	118.7
Ottawa	129.1	131.7	131.9	126.8	137.1	116.9	152.6	163.3	143.1	123.9
Toronto	130.5	132.3	132.6	124.5	139.3	117.9	135.7	156.1	184.2	122.4
Winnipeg	126.9	129.1	129.5	128.8	129.2	117.9	133.1	172.3	140.2	120.6
Saskatoon-Regina	125.2	127.4	127.9	125.5	127.1	126.5	135.7	145.0	147.8	119.6
Edmonton-Calgary	124.4	125.9	126.4	121.9	127.2	120.8	130.3	162.8	142.0	119.6
Vancouver	128.2	129.4	129.8	126.8	134.0	116.7	137.7	150.1	146.0	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[a] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-62

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: July	28	41	8,806	94,680	0.09
August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JULY 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	...	...	...
Manufacturing	20	3,523	46,300
Construction	13	4,165	40,580
Transpn. & utilities	8	9,019	45,800
Trade	5	56	650
Finance	...	...	...
Service	1	12	320
Public administration	...	...	...
All industries	47	16,775	133,650

TABLE G-3—STRIKES AND LOCKOUTS, JULY 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	2	54	50
New Brunswick	1	41	1,000
Quebec	10	4,011	51,450
Ontario	22	4,598	24,560
Manitoba	6	1,096	20,300
Saskatchewan	...	...	...
Alberta	1	96	1,920
British Columbia	3	79	640
Federal	2	6,800	33,730
All jurisdictions	47	16,775	133,650

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accumulated		
MANUFACTURING						
Food and Beverages						
F. W. Fearman Co., Burlington, Ont.	Teamsters Loc. 879 (Ind.)	165	3,470	8,950	May 16	Wages~
Borden Company, Toronto, Ont.	Teamsters Loc. 647 (Ind.)	350	180	180	July 17 July 17	Wages~Return of workers.
Silverwood Dairies, Hamilton, Ont.	Retail, Wholesale Employees Loc. 422 (AFL-CIO/CLC)	106	50	50	July 18 July 18	Disciplinary dismissal of union steward~Return of workers, suspension of steward.
Donlands, Dairy, Toronto, Ont.	Teamsters Loc. 647 (Ind.)	220	110	110	July 19 July 19	Wages~Return of workers.
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	4,200	5,200	June 25	Signing a first agreement~
Textiles						
Thor Mills, Granby, Que.	Textile Federation (CNTU)	220	4,620	11,970	May 6	Wages, Rand formula, seniority~
Collins & Aikman Ltd., Farnham, Que.	Textile Federation (CNTU)	272	2,990	2,990	July 10 July 24	Wages, union recognition, Rand formula ~ Wage increase 11¢ an hr. over three yrs.; union recognized, other benefits.
Clothing						
Arden Fur Corporation, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO/CLC)	104	1,040	2,500	June 12 July 17	Individual agreement following company's withdrawal from Fur Guild~Company signed Fur Guild agreement separately.
Paper						
Bathurst Containers, Montreal, Que.	Woodworkers Loc. 2-279 (AFL-CIO/CLC)	300	3,600	3,600	July 16	Wages, paid lunch period~
Primary Metals						
Chromium Mining and Smelting, Beauharnois, Que.	Metal Trades Federation (CNTU)	110	1,320	2,860	June 12 July 18	Wages, hours~Wage increase 5¢ an hr. Aug. 1961, 2¢ July 18, 1962, 3¢ Jan. 1963, 3¢ July 1963.
Machinery						
Dominion Engineering, Lachine, Que.	Machinists Loc. 1660 (AFL-CIO/CLC)	1,100 (12)	23,100	44,000	June 5	Wages~
CONSTRUCTION						
Canadian Plumbing and Mechanical Contractors Assoc., Winnipeg, Man.	Plumbers Loc. 254 (AFL-CIO/CLC)	600	11,400	17,400	June 18 July 30	Wages~Wage increase 10¢ an hr. July 28, 1962, 5¢ May 1963, 5¢ Dec. 1963.
Sheet Metal Contractors Assoc., Winnipeg, Man.	Sheet Metal Workers Loc. 511 (AFL-CIO/CLC)	185	3,890	5,100	June 21	Wages~
Electrical Contractors Section, Winnipeg Builders Exchange, Winnipeg, Man.	I.B.E.W. Loc. 2035 (AFL-CIO/CLC)	200	4,200	4,800	June 27	Wages, fringe benefits~
Foundation Company, Sudbury, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	782	3,130	3,130	July 3 July 9	Wages~Return of workers pending meeting of LRB.
Corporation of Master Plumbers and Master Electricians, Quebec, Que.	Building Workers' Federation (CNTU)	1,200	12,000	12,000	July 3 July 16	Wages, hours~Wage increase 10¢ an hr. immediately, 10¢ Jan. 1963, 12¢ July 1963, 8¢ Jan. 1964, 5¢ Jan. 1965; hours of work reduced.
Sudbury Builders Exchange, Sudbury, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	782	2,740	2,740	July 27 Aug. 1	Wages, hours~Wage increase 16¢ an hr. immediately, 11¢ July 1963; reduction in hours.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accumulated		
Pentagon Construction, Kingston, Ont.	Six construction unions (AFL-CIO/CLC) & (AFL-CIO)	178	270	270	July 30 July 31	Refusal to cross Teamsters' picket line~Return of workers.
TRANSPN. & UTILITIES						
Transportation						
Various trucking firms,* Montreal, Que., other points.	Teamsters Loc. 106 (Ind.)	800	3,330	47,300	Apr. 16 July 7	Wages in a 3-yr. contract~Wage increase 9¢ an hr. the first yr., 9¢ the second yr., 8¢ the third yr.
Various trucking firms, Montreal, Que., other points.	Teamsters Loc. 106 (Ind.)	645	2,590	38,110	Apr. 16 July 7	Wages in a 3-yr. contract~Wage increase 9¢ an hr. the first yr., 9¢ the second yr., 8¢ the third yr.
Various trucking firms,* Ontario.	Teamsters, various locals (Ind.)	6,000	30,400	185,400	May 27 July 13	Wages, piggy-back operations~Wage increases, job protection for employees with 3 yrs. seniority when piggy-back used.
Various trucking firms, Ontario.	Teamsters, various locals (Ind.)	1,500	8,300	47,050	May 27 July 13	Wages, piggy-back operations~Wage increases, job protection for employees with 3 yrs. seniority when piggy-back used.

*Federal jurisdiction.

Figures in parentheses indicate the number of workers indirectly affected.

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CANADA

THE LABOUR GAZETTE



Municipal Winter Works Incentive Program (p. 1098)

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OCTOBER 31, 1962

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(Continued on page three of cover)

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Municipal Winter Works Incentive Program

Federal Government again offers incentive to municipalities to undertake public works projects as means of stimulating winter employment. Two weeks before program was due to begin 231 local authorities had submitted 416 applications

By September 7, all provinces had accepted the federal Government's offer to continue the Municipal Winter Works Incentive Program during the coming winter on substantially the same basis as last year.

And by September 28, two weeks before the opening date for the program, 416 applications had been received from 231 local authorities; 396 applications had been accepted.

Under last winter's program, 8,269 projects were accepted from 2,747 municipalities, including Indian bands and unorganized settlements. The program provided jobs on site for an estimated 148,000 men for more than 5,800,000 man-days of work. At least as many obtained off-site employment as a result of the program (L.G., July, p. 772).

To Stimulate Winter Employment

The Municipal Winter Works Incentive Program is a federal-provincial-municipal scheme to stimulate winter employment. It is designed to encourage municipalities and communities to create additional employment during the winter months through the carrying-out of needed public works that would not be undertaken in the absence of the program.

The bulk of those employed under the program must be unemployed at the time they are hired or persons who would be unemployed in the absence of special winter works projects under the program

The facilities of the National Employment Service, where available, will be used in hiring workers to be employed on accepted projects. NES local offices are told of projects to be undertaken in their areas, and the offices will co-operate with municipalities and their contractors in the recruitment of workers.

This year one of the conditions is that Canadian materials be used wherever possible, in order to assure that maximum employment results in Canada from the program.

This will be the fifth consecutive winter for the program. Again this year, the program will be in effect for 6½ months, from October 15, 1962 to April 30, 1963.

Under the program, the federal Government offers to pay half the direct payroll costs, during the period the program is effective, of a municipality, or its contractors or subcontractors, on approved projects. Many provinces add further incentives.

Municipalities wishing to take advantage of the incentive payments are required to complete applications covering proposed winter works projects and submit them to the provincial Government. Applications that are approved by the provincial Government are forwarded to the Department of Labour, Ottawa, for federal approval.

Projects That May Qualify

Projects that may qualify for approval include any capital undertaking except work on schools and school grounds, hospitals and hospital grounds, subway transportation systems, and municipally owned buildings to be used for industrial or business purposes under private auspices.

For example, construction of a skating rink for use by the general public would be acceptable, but construction of a building for use by a service club would not.

Reliance will be placed on the provincial Government to ensure that going wage rates will apply and reasonable hours of work prevail on winter works projects. NES offices have been instructed to observe hiring arrangements that may exist where municipalities or contractors have a collective agreement providing for the hiring of union workers through the union.

Preference will be given to projects providing the greatest amount of employment, and priority will be given to projects in areas where winter unemployment is particularly high.

Applications Accepted

The 396 applications accepted up to September 28 this year were for projects with an estimated total cost of $52,592,000, of which the cost during the 6½-month period the program is in effect is an estimated $32,423,000.

The estimated direct payroll cost of the projects so far approved is $14,269,000, of which the payroll costs during the period of the program is an estimated $9,310,000 and the federal share is an estimated $4,595,000.

The estimated number of men to be hired during the period of the program for work on the accepted projects is 10,212. The estimated number of man-days of work to be provided is 586,681.

50 Years Ago This Month

28th annual convention of Trades and Labour Congress of Canada, in September 1912, repeats request for repeal of Industrial Disputes Investigation Act, hears proposal that president be paid $150 monthly; secretary-treasurer, $100

The 28th annual convention of the Trades and Labour Congress of Canada was held in Guelph, Ont., on September 9 to 14, 1912. The LABOUR GAZETTE for October of that year published a lengthy report of the proceedings.

Among those who took part in the opening proceedings were Hon. T. W. Crothers, K.C., Dominion Minister of Labour.

Executive Committee Report

The report of the executive committee dealt with the following:

—The committee re-affirmed the action of the previous year's convention in asking for the repeal of the Industrial Disputes Investigation Act.

—On the subject of war, the committee said that the workers of Canada had no quarrel with those of Germany or any other country, and had nothing to gain by a commercial war. The only result of a war between Germany and Great Britain would be the degradation of the toilers, the committee believed.

—Regarding an interview with the Dominion Government in January, the committee said that among the subjects discussed were: opposition to the introduction of the wives of Sikhs into British Columbia, the prosecution of the Toronto Carpet Company for alleged misrepresentations in bringing workers from Great Britain, and the Grand Trunk Pacific strike. (This was a strike of 300 machinists and boilermakers in Western Canada over hours of labour, wages and working conditions. It began on October 10, 1911, and was still going on at the time of the convention. It was not settled until December 13, 1913).

—The committee referred to the defeat in the Senate of an amendment to the Railway Act to require railway companies to pay wages every two weeks instead of once a month.

—The committee called attention to the appointment of a special committee of the House of Commons to investigate the question of old age pensions, and asked for instructions as to the preparation of labour's case.

Constitutional Amendment

One of the resolutions adopted amended the constitution of the Congress by adding the following Article:

"Further, no national union, or local unions comprising said national union, shall be entitled to membership in this Congress when there is in existence an international union of their craft; nor shall any local union attached to a national body separated from their international organization be entitled to delegates in any central body chartered by this Congress."

The report of the Committee on Ways and Means, which was adopted, "recommended that the office of president be made permanent at a salary of $150 per month, and travelling expenses; that the salary of the secretary-treasurer be $100 per month . . ."

A special committee on immigration recommended, among other things, "that a protest be made against that form of recruiting for the Canadian militia which is now proceeding in Great Britain; that the head tax on Chinese be increased from $500 to $1,000; also that the executive committee urge upon the proper authorities the exclusion of all Orientals." The report was adopted, the GAZETTE said.

Industrial Disputes Investigation Act

The convention decided to refer all resolutions regarding the Industrial Disputes Investigation Act to a special committee consisting of one delegate from each of the trades covered by the Act.

Two resolutions had been presented at the convention. One requested that the Executive Committee demand the repeal of the Act, and the other asked that an endeavour be made to have the law extended so as to include inside electrical workers, the GAZETTE reported.

The special committee decided to refer the whole question to the convention without making any recommendation, and the convention, after debate, apparently decided to make no change in its stand of the year before. A resolution passed at the previous convention stated that although the Congress still believed in the principles of the Act it asked for its repeal in consequence, among other things, of the decision of a Nova Scotia judge, "determining that feeding a starving man, on strike, contrary to the Act, is an offence under the Act."

61200-2—1½

Throne Speech Predicts Moves to Spur Economic Growth

A continuation of measures intended to strengthen Canada's balance of international payments and the introduction of new means of promoting the country's economic development and maintaining full employment were forecast in the Speech from the Throne at the opening of the 25th Parliament on September 27.

An advance in economic activity in Canada had resulted in the opening up of 200,000 new jobs during the previous 12 months, the Speech said; and it was the Government's intention to hasten this pace of growth to bring about the creation of more than 1,000,000 jobs during the next five years.

The Speech declared the Government's intention of removing the import surcharges as soon as possible, while continuing to take positive, constructive measures to strengthen the Canadian dollar. The objective of a balanced budget was affirmed.

"When adequate progress has been made by the provinces," the Government intends to introduce legislation that, with provincial legislation, would ensure portability of pension benefits.

"Steps . . . to improve further the efficiency of government operations," a "program of economies in government expenditures," and the establishment of a Royal Commission "to review the whole field of federal taxation and its impact on the Canadian economy" were forecast.

Among the means to be taken to stimulate economic growth were:

—The maintenance of a climate hospitable to foreign investment.

—The establishment of a national economic development board to advise the Government on economic matters.

—The re-introduction of resolutions submitted in the last budget to provide for tax remission to manufacturing and processing companies that increase their sales, and certain taxation advantages to encourage oil and gas drilling and exploration, logging and iron mining.

—The establishment of an Atlantic development board to advise on measures and projects to promote the economic development of the Atlantic region.

The Government's intention of encouraging Canadian industry in the "greater and more rapid application of science to industrial production" was stated, as also was its purpose of continuing its campaign of export trade promotion and provision for exports credits.

The intention to re-introduce a measure to increase by $50 a year the income tax deduction allowed for each child was stated.

Measures of particular concern to labour referred to in the Speech were:

—Legislation "designed to assist employers, workers and their organizations in meeting the impact of industrial change."

—Continuation of the municipal winter works program.

"—Appropriate measures" relating to the Unemployment Insurance Fund.

—An amendment to the British North America Act to permit the introduction of "a national system of contributory old age pensions."

—Amendments to the Canada Shipping Act to restrict the coasting trade in the St. Lawrence and the Great Lakes to Canadian vessels.

—Legislation to provide safeguards against accidents in works and undertakings within federal jurisdiction.

—"Measures to give effect to recommendations of the Royal Commission on Transportation."

—Convening this fall of a national conference on agricultural training.

Gross National Product Rises In Second Quarter of 1962

In the second quarter, the gross national product rose further to a seasonally adjusted annual rate of $39,424,000,000. This was 1.5 per cent higher than in the first quarter.

Higher prices accounted for one third of the increase, thus the rise in real GNP was about 1 per cent. Prices increased at the same rate as in the preceding quarter.

The major expansionary influences came from exports, and from government spending on goods and services, which was higher at all levels of government.

Imports rose, but to a much lesser extent than exports, with prices reflecting the Canadian dollar devaluation.

Labour income continued to rise, but more slowly than in the preceding quarter.

Seasonally adjusted, production for the second quarter of 1962 increased about 1 per cent in volume over the previous quarter.

Most New Doctors and Masters Find Employment in Canada

Of 423 persons who received doctor's degrees from Canadian universities in 1960 and 1961, nearly 75 per cent said that they had secured employment. For physicists and engineers, the proportions were 80 and 85 per cent respectively; for chemists and biochemists, only 50 per cent.

These statistics are given in the recently published report, *After-Graduation Plans of 1960 and 1961 Doctorates and Masters of Science and Engineering*, of a study conducted jointly by the National Research Council and the Department of Labour.

45 Going to U.S.

Of the 307 new doctors who were going into employment, 74 (24 per cent) were going to work outside Canada and 45 of these were going to the United States. Only 30 of the 74, however, were Canadian citizens. On the other hand, 55 of the new doctors who were not Canadians were going to stay in Canada, making a net gain of 25.

A survey of Canadians who were receiving doctor's degrees from American universities showed that of the 85 entering employment, 57 (67 per cent) were returning to Canada.

Universities were the largest employers of the new graduates, absorbing 42 per cent of the 307 graduates; 30 per cent had obtained employment with governments, and 18 per cent in industry.

In Canada, in 1961, average starting salaries offered by the universities were $6,700, by the federal Government $6,780, and by industry $7,810.

Salaries offered by universities in the United States averaged about $600 more than those offered by Canadian universities. The average starting salary of four graduate doctors who were going into employment in industry in the United States was $10,250.

Of 622 who were granted master's degrees by Canadian universities in 1961, the proportion of the total who said they were entering employment was 55 per cent, and of the engineers, 72 per cent.

Of the 55 per cent (345), only 41 were going to work outside Canada. Of these, 16 were going to the United States. Of the 41 leaving Canada, however, only 10 were Canadian citizens. As an offset to this, 47 non-Canadians were remaining in Canada to work.

A survey of Canadians who received master's degrees from American universities in 1961 showed that of the 88 who were entering employment, 68 (76 per cent) were returning to Canada.

Longtime Federal Conciliator in Montreal, Raoul Trépanier Dies

François Xavier Raoul Trépanier, who for 17 years was in charge of the Department of Labour office in Montreal, died suddenly on September 24. He had retired in April 1959.

Mr. Trépanier was born in Farnham, Que., in 1890. He began a union career in 1922, when he was appointed corresponding secretary of a Montreal Tramways workers' union. In 1923 he was made treasurer of the union, in 1924 financial secretary and in 1932 business agent.

He was a co-founder of the Quebec Federation of Labour (TLC) and was its President in 1937-42. He was also President of the Montreal Trades and Labour Council in 1934-42 and a Vice-President of the Trades and Labour Congress in 1937 and 1938.

In 1942 Mr. Trépanier joined the Department of Labour as an industrial relations specialist at its Montreal office. He was head of this office until his retirement.

ITU Representative in Canada For 18 Years, Harry Finch Dies

Harry John Finch, representative in Canada of the International Typographical Union, died at Fort William, Ont., on August 13. He was in Fort William to negotiate new agreements with two Lakehead dailies.

Born in London, England, Mr. Finch came to Canada 51 years ago. He worked as a printer, starting at the *Sydney Post* and later proceeding to the *Windsor Star*.

He became active in the ITU at Windsor, and moved to Toronto 18 years ago as a representative of the union.

Dept. Issues Latest Edition of 'Labour Organizations in Canada'

The 51st edition of *Labour Organizations in Canada* has just been published by the Economics and Research Branch of the Department of Labour.

Based on survey returns, as in previous years, the publication includes an introductory report on labour groups in Canada, principal statistics on union membership in Canada from 1911 to 1962, a glossary of labour organization terms, an extensive directory of labour organizations in Canada, an appendix, and an index to trade unions included in the directory.

The volume (Catalogue No. L2-262) may be obtained from the Queen's Printer, Ottawa, at 35 cents each.

Old Age Assistance, Disabled Allowance Recipients Increase

The number of persons receiving old age assistance in Canada and the number receiving disabled persons' allowances both increased in the second quarter of 1962, the Department of National Health and Welfare reports. The number receiving blind persons' allowances decreased.

The federal expenditures during the quarter increased under all three programs.

Old Age Assistance—The number of persons receiving old age assistance in Canada increased from 98,944 at March 31 to 100,252 at the end of the quarter, June 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $9,797,909.05 for the quarter, compared with $7,934,000.74 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $260,662,-496.49.

At June 30, the average monthly assistance in the provinces ranged from $59.44 to $63.28. In all provinces and the Yukon Territory the maximum assistance paid was $65 a month. The maximum assistance paid in the Northwest Territories was $55 a month.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,573 at March 31 to 8,561 at the end of the quarter, June 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $1,234,562.28 for the quarter, compared with $1,070,925.79 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $36,920,242.68.

At June 30, the average monthly allowance in the provinces ranged from $58.95 to $64.25. In all provinces and the Yukon Territory the maximum allowance paid was $65 a month. The maximum allowance paid in the Northwest Territories was $55 a month.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,029 at March 31 to 50,575 at the end of the quarter, June 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $5,000,125.89 for the quarter, compared with $4,237,467.00 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $93,544,346.97.

At June 30, the average monthly allowance in the provinces ranged from $63.50 to $64.56. In all provinces and the Yukon Territory the maximum allowance paid was $65 a month. The maximum allowance paid in the Northwest Territories was $55 a month.

Dept.'s First Officer in West, Frederick Harrison Dead at 86

The Department of Labour's first representative on the West Coast, a man singularly successful in the settlement of labour disputes before they culminated in strikes, Frederick E. Harrison, MBE, died in Vancouver last month. He was 86.

He was for many years Chairman of the Vancouver Local Employment Committee, National Employment Service. He had served three terms as Mayor of Saskatoon, from 1913 to 1915.

In the period 1917-1919, after his appointment as western representative of the Department, he successfully mediated 150 disputes in the British Columbia and Alberta coal industry.

Mr. Harrison was born in Belleville, Ont., in 1876. He received his education in Ottawa, and after graduation entered the banking profession. He managed branches of the Union Bank of Canada in prairie cities from 1912 until 1917.

After his third term as Mayor of Saskatoon, he joined the Department of Labour as a fair wages officer in Calgary. In 1924 he was appointed the Department's first western representative, with headquarters in Vancouver. In this position he had charge of all conciliation work from the Great Lakes to the Pacific.

He was named Industrial Disputes Inquiry Commissioner in 1942 and made a Member of the Order of the British Empire in 1943.

The year after his retirement from the Department, after 31 years service, he was appointed Chairman of the Vancouver Local Employment Committee, NES.

In a tribute, Hon. Michael Starr, Minister of Labour, said: "Mr. Harrison worked to preserve industrial peace and maintain essential production during two world wars . . . His abilities as a conciliator were invaluable to Canada."

Appoint CNTU Research Director To Que. Labour Relations Board

Marius Bergeron, Research Director of the Confederation of National Trade Unions, has been named a member of the Quebec Labour Relations Board, it was announced last month. Mr. Bergeron is a lawyer.

National Industrial Expansion Conference

Department of Trade and Commerce sponsors conference, attended by 425 leading Canadian industrialists, for purpose of discussing ways and means to increase production of processed and manufactured goods for domestic and export markets

A national Industrial Expansion Conference was convened by the Department of Trade and Commerce in Ottawa on September 7. Called for a discussion of possible means for raising Canada's industrial production on a competitive basis, the conference attracted 425 leading Canadian industrialists and businessmen.

Looking upon expanded manufacturing as the key to over-all economic expansion and increased employment, the Government invited industry and commerce representatives to discuss proposals for expanding the manufacture of goods for both the domestic and export markets. At the same time, the conference provided an opportunity for Hon. George Hees, Minister of Trade and Commerce, once again to urge manufacturers to exert a more concentrated export sales effort. Industry and business executives answered with suggestions on government actions they considered essential to help provide a suitable climate for faster industrial growth.

Among measures strongly recommended by the industrialists were:

—A special incentive in the form of an immediate reduction in corporation taxes to reduce them to a level at least as low as that of leading industrial countries.

—Encouragement of more research within industry through extended or added incentives, and less research "duplication" and better selection of research areas by the National Research Council.

—Application of tariff policies as practised by other industrial nations.

—Reduction of individual income taxes to provide incentive for initiative and prevent loss of skilled and professional persons through emigration.

—Renaming the Department of Trade and Commerce as the Department of Industry and Commerce, to give manufacturing an "equal voice" at Cabinet level and to emphasize the importance of manufacturing.

—Additional incentives to industry similar to those provided for in the last federal budget.

—A review of and basic "re-thinking" on present combines legislation.

—More generous depreciation allowances for industry.

Among other statements at the conference:

—A senior vice-president and director of one of Canada's largest retailers described the present import surcharges as potentially dangerous, and criticized "unimaginative" Canadian products. He pointed out that foreign firms deduct from their price the cost of distribution when the purchaser does his own distributing, and he advised Canadian manufacturers to examine their own prices with this in view.

—An oil company president said dollar devaluation, as well as the surcharges, were not the whole answer to the current economic problem.

—A manufacturer suggested that manufacturers themselves should use greater Canadian content in their products.

Discussion Leaders

The discussions on spurring manufacturing on a competitive basis were led by a panel of six of Canada's leading businessmen—five industrialists and one retailer. The panel consisted of: Carl A. Pollock, President, Canadian Manufacturers' Association and President, Dominion Electrohome Industries Ltd.; Herbert H. Lank, President, Du Pont of Canada Ltd.; J. Ross Jenkins, Senior Vice-President and Director, The T. Eaton Co. Limited; C. A. Peachey, Vice-President and General Manager, Northern Electric Company; W. O. Twaits, President, Imperial Oil Limited; and Karl E. Scott, President, Ford Motor Co. of Canada Ltd.

The panel chairman was James A. Roberts, Deputy Minister of Trade and Commerce. Hon. George Hees, Minister of Trade and Commerce, addressed the conference luncheon.

The groundwork for the conference began last February, after Regional Trade and Industrial Promotion Conferences had been held in all the provinces, under the joint sponsorship of the Department of Trade and Commerce and the provincial Departments of Trade and Industry. More than 4,300 businessmen attended these conferences.

Carl A. Pollock

The opening address of the conference was by Carl A. Pollock, President of the Canadian Manufacturers' Association and of Dominion Electrohome Industries Ltd., Kitchener, Ont.

"Our most urgent need is corporate and individual tax reductions and other incentives aimed at stimulating an economy that is clearly underdeveloped in relation to its industrial potential," he said. He was listing the new incentives needed, "and needed quickly", to bring about the degree of industrial expansion Canada must have over the next few years if it is to prosper.

At the present time, he added, Canadian corporation tax rates are higher than those in effect in industrial countries in Europe. "Specifically, I would urge as an absolute minimum that corporate taxes be reduced to a level at least as low as that in effect in any of the leading industrial countries."

He quoted U.S. President Kennedy:

> The right kind of tax cut at the right time is the most effective measure that this government could take to spur our economy forward. For the facts of the matter are that our present tax system is a drag on economic recovery and economic growth, biting heavily into the purchasing power of every taxpayer and every consumer . . . Our tax rates are so high as to weaken the very essence of the progress of a free society, the incentive for additional return for additional effort.

A worthwhile cut in individual income tax rates would in addition help prevent the emigration of Canadian skilled and professional people.

"The standard reply to such sweeping tax concessions as I am proposing," Mr. Pollock said, "is that the budgetary position being what it is we can't possibly afford them. I am completely and utterly persuaded that we are going to *have* to afford them if we want the kind of economic and industrial growth we need."

He suggested in this connection that some other sources of revenue might be investigated, such as extending the sales tax to services, as one tax authority had suggested earlier. "If we must have taxes, let's have them where they do the least harm to incentive and growth."

Tax relief was only one of Mr. Pollock's suggested decisions of government to promote the kind of economic climate that will encourage job-makers. Industry's role in increasing production must necessarily be influenced by the prevailing economic climate as well as by a number of other factors over which it has little or no control, he pointed out, and policies pursued by government are a crucial factor.

Other suggestions regarding government action were:

—Manufacturing should have an equal voice at Cabinet level with agriculture, mining, fishing and forestry, each of which is represented by a cabinet minister. This does not require creation of another ministry. "Most manufactureres would be content with the redesignation of the Department of Trade and Commerce as the Department of Industry and Commerce, and with having the responsibility for government policies and matters relating to manufacturing industry reposing, as far as possible, in a single minister and department."

—There should be a vigorous new immigration program aimed at attracting to Canada any man or woman, regardless of race, colour or creed, with needed skills or capital to contribute to Canada's growth; and such a program should be accompanied by policies aimed at slowing emigration from Canada.

—In the field of tariffs, Canadian manufacturers should be given consideration comparable to that given foreign manufacturers by their governments.

—There is need for some official rethinking about combines legislation. If the national interest lies in lower costs and improved industrial efficiency, "then it should be recognized that many of the industrial procedures and arrangements that would unquestionably accomplish this are not being followed, either because they would contravene combines law or because it is feared that they might do so."

—We need more generous depreciation allowances, more tax incentives like those to new scientific research and increased production announced in the last budget.

Finally, Mr. Pollock referred to "the broader question of national programming." The relevance of programming to the nation's economic problems is a matter of opinion, he said, but "there is no room in this fast-moving world of ours for rigid and doctrinaire attitudes . . . We must not resist change just for the sake of doing so. 'We' in this context means management certainly, but it means labour, government and the individual, too."

Canadian labour had to realize the extent to which Canadian jobs are in many cases threatened by intensified foreign competition; hourly earnings in the manufacturing industry had risen by 85 per cent since 1949, but output per man-hour is up by no more than 46 per cent, he said.

Labour, Mr. Pollock continued, must be convinced that wage parity with the United States is neither a practical proposition nor

a realistic goal; must be persuaded to abandon featherbedding; must be brought to a new acceptance of the fact that the expectation of profit is the basis of our economic system and the foundation of our living standards, and that the better the profits position the better the prospect for new investment and new jobs; and must be made aware that profits have financed and are still financing a major share of our social welfare measures.

For management, Mr. Pollock had this to say: "None of us can afford to forget that the prime responsibility for industrial efficiency is management's . . . There can be no alibis for managerial inefficiency in a competitive society."

And those things that management can do for itself management must do.

He then pointed out that there was no way in which manufacturers could influence the national production picture more than by developing Canadian sources of supply. His own company last year made 86 per cent of its purchases in Canada, and the CMA has been carrying on a strong "Buy Canadian" campaign.

In conclusion the CMA President said:

> We are not asking government to "hot house" industry in any way, shape or form. We are not looking for a crutch. We are not applying for special favours. We are not seeking immunity from the forces of world competition. We are not urging government to assume any of the prerogatives or obligations which are properly those of industrial management . . . We ask of government no more than that it should endeavour to make it possible for both industry and the individual to realize their full potential.

Herbert H. Lank

Stressing the necessity for more research in industry, Herbert H. Lank, President of Du Pont of Canada Limited, said that research is one of the basic needs in getting a better industrial growth rate in Canada. Such research could be carried out within a Canadian company, or research results could be purchased at home or abroad. Both approaches could be stimulated by appropriate government action.

> Research in Canada requires an economic environment within the country which will assure the businessman an opportunity to reap an early profit from the results of his research expenditures. The government can encourage this by reducing the cost of research through tax incentives which they have already proposed and which I believe should apply to all research rather than merely to incremental research. The present proposal (which has not yet reached the stage of legislative implementation) offers tax advantages only to those who spend more research dollars than they did in 1961.
>
> Secondly, the government should provide the same type of protection (no more, no less) to the imports of highly technical products as that which is applied today by the large industrial importing and exporting countries such as the U.S. and the members of the European Common Market, and this should rise and fall with prevailing schedules.

He criticized what he considered to be duplication of industrial research by the National Research Council, stating that some industrial research done by NRC was like "discovering America all over again." Industrial research should be carried out by industry, not government, he asserted.

If Canada is to stay in the vanguard of technical progress, Mr. Lank said, "we cannot afford to preclude or sacrifice the development of high-productivity industries in order to achieve a higher level of exports of more primitive products, many of which will be rendered obsolete in time."

J. Ross Jenkins

J. Ross Jenkins, Senior Vice-President and Director of The T. Eaton Co. Ltd., was critical of the recently imposed surcharges. "Additional import surcharges can very easily set up measures of retaliation," he said. He believed that other and more permanent solutions must be found.

His company purchases in this country more than 85 per cent of the goods it sells, and was looking forward to the day when, "with the co-operation of Canadian manufacturers," it could buy 95 per cent of its requirements in Canada. But Canadian products often lack originality and attractiveness in design.

Government could do much for manufacturing by providing the proper environment, Mr. Jenkins said. Such action should include "proper" depreciation allowances and "tax inducements to export in volume." The increased production volume would also lower manufacturers' prices for the Canadian market, he pointed out.

C. A. Peachey

Urging businessmen to support a campaign to "buy Canada first," C. A. Peachey, Vice-President and General Manager of Northern Electric Company Limited, emphasized that Canadians must be made to realize that, in most cases, their incomes come from other Canadians. He advised all present to increase the Canadian content of their products, and outlined his own company's program.

The company found that it was importing eight to nine thousand—about 6 per cent of total requirements—different parts and com-

ponents. It set up a "Make Canadian" committee to see which of the imported items could be produced economically in Canada, and a "Senior Committee" to take a second look at those the first committee had rated "continue to import." In a six-year period, the company transferred to Canadian manufacture components that had been costing more than $11 million a year to import.

"This activity has resulted in the employment of about 1,600 Canadians," Mr. Peachey said.

He suggested that the Canadian Government enact legislation similar to the Buy America Act in the United States, which requires government agencies to buy from U.S. sources even when the price is up to 25 per cent higher than that of imports. Otherwise, he said, the money saved by getting the lower-priced foreign item might have to be spent under another account heading—Unemployment Insurance.

Hon. George Hees

Hon. George Hees, Minister of Trade and Commerce, speaking at the Conference luncheon, reviewed suggestions made at the morning session, and told the delegates that the conference was a further step in a continuing program of consultation between the Department of Trade and Commerce and Canadian industry. Regional conferences were being planned "right across the country," he announced.

There were no suggestions that we should buy Canadian products just because they are Canadian, he recalled. "What is clear is that if Canadian products of equal design, quality, and price are available, or if they can be produced in this country, we should use them. What is needed is a decision by the heads of all Canadian companies, whether manufacturers or retailers, to buy or produce in Canada those things that can be produced as cheaply and as well as the products which we now buy from outside sources of supply."

That was what industry must do, but "this must be a teamwork effort, by government, management and labour," Mr. Hees said.

He then reviewed three measures introduced by the Government—which he hoped would be passed at the forthcoming session of Parliament—to encourage increased production and to improve the quality and design of our products:

1. Reduction of the tax rate by 50 per cent on all sales in excess of those made in the previous year. This will make it possible for Canadian producers to venture into fields that in the past have not presented an attractive profit picture, to enter new export markets, and to compete more successfully with imports in the Canadian market, he said.

2. A measure to make it financially attractive for Canadian producers to undertake a great deal more research and thereby improve the quality and design of their products.

3. Encouragement of the exploration and development of oil and gas resources.

As an example of what can be accomplished when government and industry combine to bring about the production of new products, the Minister cited the case of oil drilling equipment, more than $30 million of which is bought each year in Western Canada. During the past year, five Canadian companies have now decided to produce oil drilling equipment not previously made in Canada.

Mr. Hees then called attention to the Government's new program to aid the sales of Canadian products abroad, the bringing to Canada of potential buyers from all parts of the world and of Canadian trade commissioners from their foreign posts for interviews with Canadian businessmen.

"Although government programs of this kind are effective in helping industry promote sales abroad," he said, "the most effective effort must, of course, come from industry itself." Canadian businessmen should go to foreign countries to make personal contact with potential buyers on their home ground. The trade commissioners will provide the preliminary information needed and "do everything but actually get the order signed by the customer."

In today's increasingly competitive world, protective tariffs will be steadily lowered, and Canadian products will have to stand more and more on their own feet. To meet this challenge, we must discard anything that remains of the ideas and practices we adopted during the sellers' market which lasted for ten years or so after the war, and meet and beat the challenge from foreign goods before that challenge overtakes and beats us.

The people of Western Europe brought themselves "from the ashes of war to the top of the heap" in 17 years by labour and management's working together in a co-operative effort to keep costs down and quality and design up, the Minister said.

Some companies in Canada have excellent labour-management relations, but far too many have not. If we Canadians cannot submerge the frictions which have, in most cases, kept labour and management from working together in a co-operative effort to lower costs and improve quality, we are going to have to wage the battle for markets under a severe handicap. In the kind of battle we're in, we cannot afford to carry a handicap.

Mr. Hees then underlined manufacturing as the field in which our biggest expansion must come:

And let us have no doubts about the fact that if we are to provide the opportunities for employment our people need, it is in the field of manufacturing that our biggest expansion must come. In the trading world of today, our position as a supplier of primary products is being seriously challenged as the underdeveloped countries come more and more into production. It has become very clear that we can no longer remain static, depending upon our ability to compete in primary goods.

We must rapidly increase our industrialization, the Minister continued, if we are to improve our standard of living and provide the jobs our people need. He added that the challenge has been made greater by the advent of the Common Market and, the trend toward freer trade.

"Canada must adapt to these changing conditions," he concluded. "If we are willing to work hard, together, to produce goods that are attractive to buyers around the world, and if we push the sale of those products with aggressive salesmanship, we have a great future as an industrial nation."

W. O. Twaits

Stressing that there must be a new awareness of government responsibility in providing the proper investment climate, and that the substantial discount on the Canadian dollar as well as the import surcharges, were not the whole answer to the country's problem, W. O. Twaits, President of Imperial Oil Limited, pointed out that Canada would have to adapt to the rapidly evolving technical and economic conditions of the world.

A "much more sophisticated approach" to economic problems and the goal of economic expansion was required as a result of these world developments, he said.

"We can no longer afford the sort of programs that encourage five industrial units where only two are justified . . . We must facilitate the development of optimum-sized units which have demonstrated in the last few years that they can compete, even at volumes lower than expected." Non-economic or non-contributory elements of the industrial complex should not be subsidized, he advised.

"I suggest we have to concentrate on those things we can do best and that the record shows there is much more we can do than has been commonly supposed."

Karl E. Scott

A note of optimism for Canada's progress and future was sounded by Karl E. Scott, President of Ford Motor Co. of Canada Ltd. He said that in the past few years, Canadians had been too quick to draw general conclusions about the economy. There had been excesses of complaisance as well as of uncertainty, he pointed out, adding that we were now inflicted with the latter.

A "marketing climate of long-term expansion is being created," he said, referring to the upsurge of Canadian auto sales against foreign competition, and quoting his company's record vehicle sales this year. He credited the Canadian Government with contributing to an improved sales climate by its re-evaluation of duty on imported cars and repeal of the 7½-per-cent luxury tax on passenger cars.

Suppliers were benefiting at the same time, he said. He urged smaller suppliers to increase their efforts, and to compete in quality and price to share in the automotive market.

Mr. Scott recommended that the Government promote discussions to determine where there is common ground in the Bladen Report conductive to legislation that would help stimulate the automotive industry.

He warned that government alone cannot guarantee industrial expansion, stating that "customer tastes cannot be legislated; the customer still dictates the sale, or lack of sale, of the end product."

Wage Rates, Salaries and Hours of Labour, Report No. 44, prepared by the Economics and Research Branch of the Department of Labour, has just been issued. It brings together in one volume the results of the October 1961 survey of wage rates, salaries and hours of labour in Canadian industry that were issued earlier in the form of loose-leaf tables for separate industries and communities. The publication includes tables for separate industries, each providing information on wage rates for selected occupations particularly characteristic of the industry in question. Copies may be obtained from the Queen's Printer, Ottawa, price $1 each (Catalogue No. L2-544).

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Making Canada More Competitive by Increasing Productivity

Three speakers—a labour leader, a management representative, and the Chairman of the National Productivity Council—deliver addresses, all in the same month, on subject of making Canada more able to meet competition at home and abroad

At its first meeting, on September 26, 1961, the National Productivity Council unanimously agreed that its task was "to promote a national unified effort to stimulate the productive efficiency of all Canadian industries and services." It further agreed that if Canada was to maintain its position as one of the industrial nations of the world, industries in all parts of the country had to "strengthen their competitive position in export and domestic markets and thus create new and expanding employment opportunities for Canadian workers", (L.G., Oct. 1961, p. 1003).

During the past month—one year after that meeting—three Canadians delivered addresses to three diverse groups on the strengthening of Canada's competitive position by labour-management co-operation at the industry and plant level and by labour-management-government co-operation to achieve social and economic objectives.

The speakers were Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress; George DeYoung, Chairman of the National Productivity Council; and Dr. R. V. Yohe, President of B. F. Goodrich Canada Limited. Summaries of their addresses follow.

Donald MacDonald

"The National Productivity Council is clearly only a small beginning of what should be a much more pervasive effort to maintain a viable economy," said Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, in an address at the Labour Day luncheon of the Canadian National Exhibition Board of Directors in Toronto.

"The Council can, at best, act as a guide post. Effective action in depth can take place only at the industry and the plant level. This calls for a degree of labour-management co-operation on a scale that eclipses anything that has been attempted so far," Mr. MacDonald continued.

He warned his audience that if this did not come about it would be difficult, if not impossible for this country to use its resources effectively in what might well be a struggle for economic survival.

"Labour-management relations in this country have yet to reach that point of maturity which we know exists elsewhere. Maturity does not mean sweetheart agreements. It does not mean capitulation by one side or the other. It does not mean the promise to refrain from strikes or lockouts. It does not mean government intervention at every step," the speaker continued.

What it did mean was that labour and management must recognize that both had a legitimate part to play, and therefore a right to existence. It meant that they must understand, even if they did not fully sympathize with, each other's aims and aspirations; and that they must be willing to make a genuine effort to reach agreement "through voluntary machinery of their own devising and with the intention of using such machinery for the resolution of disputes in an orderly manner."

It meant that collective bargaining should be more of a rational process based on an appraisal of the state of the industry involved and of the economy as a whole, and less of a form of guerilla warfare. It meant, in short, a much greater degree of recognition of the community of interests of the parties than there now was.

During his many visits to the countries of northern and western Europe, Mr. MacDonald said, he had been struck by two important ways in which labour-management relations in those countries differed from those in Canada. These were: the degree to which management accepted organized labour, and the way in which organized labour participated in helping to solve the economic problems of their respective countries.

"I think it is fair to say that, as a class, management in the democracies of Western Europe no longer merely tolerates organized labour or recognizes it at best as a necessary evil. Regardless of differences that may exist between them, management accepts labour fully as a legitimate instrumentality of working people, and as a socio-economic force that has a role to play and a contribution to make."

Management in Canada, on the other hand, Mr. MacDonald said, had changed little in its attitude to organized labour since the printers' strike in Toronto in 1872.

"With a few honourable exceptions, management as a whole has had to be coerced through legislation or otherwise into granting unions recognition.

"It is to the credit of many of them, however, that subsequent experience has taught them not only the justification for, but the desirability of the union as a factor in employer-employee relations."

The CLC Secretary-Treasurer admitted that labour, on its side, "like every human institution, is fallible," and that it represents a sectional interest. He suggested, however, that "a self-interest does not necessarily infer an anti-social bias," adding that it may well be that the self-interest is identifiable with the public interest. He did, at any rate, submit that "there are groups in the community like organized labour, whose efforts on behalf of their own members tend to conduce as well to the public well-being."

Labour and management, Mr. MacDonald said, must feel "a genuine sense of partnership in the national interest, not merely a profession of interest, even while they are engaged in a struggle of attrition . . .

"It is about time that a new chapter was opened in the history of labour-management relations in Canada. Labour Day is as good a day as any on which to open it."

George DeYoung

Of almost 36,000 manufacturing establishments in Canada, 33,577, or 93 per cent, employ fewer than 100 persons, and the value added in manufacture in them averages less than $6,000 per employee. The 21,630 of these establishments that have a value added of only $3,655 per employee sell less than $100,000 annually.

Another 11,000 establishments that have an added value of $5,535 sell from $100,000 to $1,000,000 annually.

The 770 plants that have an average added value of $10,000 per employee sell more than $5,000,000 annually each.

"If we are going to compete in an open world competition," said George DeYoung, Chairman of the National Productivity Council, who gave these statistics in an address last month to the Canadian Institute of Mining and Metallurgy, "it is obvious that we will need more plants that can have value added per employee in the neighbourhood of $10,000 or $20,000 rather than more plants with a value added per employee of $3,000 to $5,000. The measurements suggest that a plant must sell more than $1,000,000 worth of goods a year to get in the higher value-added bracket."

Mr. DeYoung said that "when you are about to open the economy to liberal world trade and look for competitive measurements to see how you are going to make out," these statistics "suggest strongly that only about 10 per cent of the manufacturing establishments in Canada show comparable figures with the industries in foreign countries who will be invading our markets."

Historically, the climate in Canada has not been such as to encourage industry to seek ways of measuring productivity and competitive ability comparable to those that were being applied by the industries of Western Europe with which we were going to have to compete, he said.

In trying to establish measurements of productivity, there is a lack of standardization, no uniform definition of productivity, and no method of measurement that all will accept. Yet people are waiting for a measure of productivity because they would like "the magic formula for success."

"They would like the magic formula for wage settlements—a productivity formula is hoped to be it. Perhaps it might be, if we could agree on the formula," Mr. DeYoung said.

He had little hope of finding a magic formula, but a productivity measure can be a useful tool: a good productivity measure can indicate that something needs to be done to insure success in passing the final test, ability to compete.

After giving an outline of the sort of productivity measurements that were being used by 23 shoe manufacturers in the European Common Market, he went on to say, "This type of comparison is as yet not possible in Canada, but it is hoped that before too many years, when the National Productivity Council is fully under way, exchange of such statistics may be possible. . . We would have considerable difficulty in Canada today finding the co-operative spirit necessary to make some of the studies which are being carried on in Europe.

"The Productivity Council has made preparations to enter into co-operative measurements and the dissemination of economic information but we find that at the present time in Canada it is illegal for our Bureau of Statistics to publish this type of information or allow it to be used no matter how constructively. Here again it requires some change in the climate and in the thinking of our law makers in order to make the same tools available for Canada to be competitive as are aavilable to the competition."

An area that has been very much ignored in some of our industries is that of work study. "Work study and work measurement have received a very poor reputation in the eyes of our labour leaders because of the abuse of incentive systems and the manner in which many of them have been installed in industry. Quite obviously, if one is to attack this problem we again need the climate to provide the acceptability of statistics."

After referring to the tour of Europe by a Productivity Council mission (L.G., Sept., p. 1011), Mr. DeYoung went on to say, "Well-organized industrial associations, well-established federations of employers, exist in all of the countries, and they have important responsibilities in formulating the policies of the employers on a wide variety of social and economic matters. They usually have the task of carrying out the discussions and negotiations with organized labour on way levels and social matters and provide the channel of communication between government, employers and labour. . . .

"There are strong associations of labour as well, and negotiations between labour and management are usually carried out on a national or an industry-wide base between employers' associations and labour associations. Consultation takes place at national or area levels between management and labour to discuss basic economic matters and objectives, in addition to wage negotiations. The report [of the mission] which is forthcoming will note particularly the attitude of all the countries in encouraging the rationalization of productive facilities, providing such measures as to reduce costs and enhance their competitive position without restricting trade or fixing prices.

"One of the most notable things which the mission found was the spirit of desire of labour, management and government to co-operate to achieve social and economic objectives. This desire expressed itself in the willingness to temper their self-interest in the light of those measures which are obviously necessary for the common good.

"In Canada, as yet, we do not have this desire country-wide. There is a growing group of management people who realize the necessity for co-operation between managements to reach national goals. These men also realize the futility of trying to move forward while ignoring the other partner in industry-labour."

Although there was no more unity in the ranks of labour in Canada than in those of management, "here too the realization of a need for labour unity and labour-management co-operation is growing," Mr. DeYoung said. He mentioned Mr. MacDonald's Labour Day address at the CNE (above).

Although the progress made by the National Productivity Council so far had been "rather intangible," the speaker said that he had been encouraged by what he had been told by the chairmen of productivity councils in other countries of the world, who had assured him that "if anything concrete comes before the third year it will be miraculous."

Dr. R. V. Yohe

"Labour, management and government in the Western European community attack their joint problems, guide the economy of each country and program its future all for the good of the individual countries and in the long-run best interests of their peoples," said Dr. R. V. Yohe, President, B. F. Goodrich Canada Limited, in an address last month to the annual meeting of the Business Newspapers Association. Dr. Yohe was a member of the National Productivity Council's tripartite fact-finding mission to Europe.

He was unable to express any personal views or make any suggestions based on the mission's observations until its report was presented to the Productivity Council but believed there was no reason why he couldn't report what he had seen.

"It was obvious to members of the mission," he said, "that the methods of any single country could not be superimposed on any other country, particularly Canada." He reminded his listeners that the Productivity Council was designed in the hope that it could lead to "positive and forward-looking recommendations toward accomplishing the task of making Canada more competitive in all her markets."

Dr. Yohe then read in its entirety a "Common Declaration on Productivity" issued in Belgium for the National Congress on Productivity (see box).

In this document, he said, "Note that labour as a total group has joined with management as a total group pledging themselves to do those things that are good for the whole country and all of its people, not for any special interests. Note also that management has formed an organization which meets as a unit and develops common policies and aims. Note that language and racial differences are recognized and reconciled but, most of all, note that a whole country is united by consent, not by edict, working toward a common aim: betterment of the standard of living for all its people."

Before the 18th century industrial revolution, the upper classes knew less comfort and hygiene than the worker of today, for we have learned to produce more goods, and a greater variety of goods, with less effort. Our productivity has constantly increased. So the idea of increasing productivity is not a new one; it is a permanent tendency of Man.

Today we find ourselves in a difficult economic situation. To maintain and raise the standard of living of our population we must make an effort to produce more at a lower cost. We must increase our productivity.

Unless we are able to fight foreign competition, which is making itself felt both on our home and on foreign markets, our sales will fall, entailing a drop in production and increased unemployment.

On the other hand, if we increase our productivity, if we reduce the prices of our products and improve their quality, we shall sell more easily. Consumers will buy more and better goods with the same money; in other words, they will raise their standard of living. We shall also be able to export more. Our businesses will produce more and will expand; they will offer greater employment possibilities; technological and general unemployment will decrease.

It is the duty of long-civilized countries such as ours to produce sufficient to meet the growing requirements of large populations, particularly in underdeveloped areas; and thus contribute effectively to the maintenance of an atmosphere of peace.

The representatives of the Federation of Industry, the Federation of non-Industrial Enterprises and the Federations of Labour, fully aware of their responsibilities both toward those they represent and toward the whole of the population, declare that they are absolutely convinced of the necessity for a favourable and persevering attitude toward the problem of productivity.

They have signified their agreement on the points contained in the following protocol:

1. The effort to increase the productivity necessary to maintain the competitive power of the economy must be properly planned with a view to forming an effective policy of economic expansion, so that it may eventually result in the creation of greater possibilities of employment, and consequently greater general well-being. Employers' and workers' representatives agree to study and apply means of preventing any technological unemployment and absorbing any existing unemployment. If, despite these efforts, some workers found themselves temporarily unemployed, compensatory remedies would be sought by employers and workers together.

2. Employers' and workers' representatives shall collaborate loyally at both national and industrial level. This trustful collaboration shall be based on the fullest possible information of the situation. Means and methods for increasing productivity shall be studied together. Nevertheless it must not be forgotten that it is within the firms themselves that the problem of productivity is finally solved.

3. It is therefore within the firms that collaboration as regards productivity is of the greatest importance. It must be shown at works councils meetings by suggestions of means and methods and by registrating of results obtained. The employers' representatives undertake to urge heads of businesses to use the language of the region in their relations with the workers (information, discussions, drawing up of all documents intended for the attention of the workers) and furthermore to address possible minority groups in the language of these groups.

4. The employers' representatives declare that increased productivity may not be obtained by any method which would compromise the physical or moral integrity of the workers or be derogatory to their human dignity. The workers' representatives declare that the common effort toward increased productivity shall not serve as a pretext for an attempt to modify the status of businesses or question the authority of their heads.

5. The employers' representatives undertake to make urgent representations to heads of businesses with a view to encouraging them to increase productivity to the maximum. To this end, their attention shall be drawn to anything which may contribute thereto. Business heads may call in union specialists where it is felt that this could assist workers to apply certain new processes or methods willingly and reliably. The workers' representatives shall urge their principals, in their own interest, to give their full collaboration to the effort for increased productivity. General propaganda shall be initiated in all circles and at all levels, in order to bring about the participation of as much as possible of the population.

6. Every endeavour shall be made, in common, to further the occupational training and human development of staff and executives.

7. Increased productivity shall be sought with the aim of improving the general economy of the country. This aim shall be pursued in particular by a lowering of retail prices and an improvement in the quality of products and services. Such a course should strengthen both the competitive position of the economy and the purchasing power of the consumer. With this aim in mind, the benefits of this increase in productivity shall be fairly divided between the firm and the workers, with particular attention being paid to the effects of the increase in productivity upon both the working conditions and the living conditions of the workers.

Increased industrial productivity, although essential, is not enough. The effort to attain greater productivity must be made by everyone, in every sphere and particularly in agriculture, in services, in the distribution of goods and in government administration. The steps to be taken in connection with this common declaration must be backed by the government, which should, in particular, exercise a co-ordinating influence, assist the development of foreign trade, and the rise of new industries. In short, its general policy should promote increased productivity and production in every domain —industrial, commercial, administrative—as well as in the general economy of the country. The future of our economy and, consequently, of our own living conditions, depends upon it.

—National Congress on Productivity, Belgium

Some of the salient points he had observed in the six countries visited were:

—All of the countries prepare competent economic information, usually by a government agency designed for this purpose but sometimes supplemented by studies prepared by economists for employers and for labour, which are used to set limits for negotiations, define goals and determine past productivity accomplishments.

—In all countries labour negotiations are industry-wide.

—In all countries employers are organized into industrial associations, which are grouped into federations. In some cases these associations may set prices, and develop and carry out plans for rationalization or consolidation of industry; in most cases government has to approve such arrangements, but if they appear to be good for the country's over-all welfare and competitiveness, approval is generally given.

—All of the countries had some form of programming for the whole economy: goals are set and broad plans made in joint government-labour-management agreement so that each segment may play its proper part.

The only country that had a completely *laissez faire* approach to labour-management bargaining, Dr. Yohe said, was West Germany, and it was the one country where inflation was taking place and where wage and labour costs were outstripping productivity.

It was West Germany, too, that had the least comprehensive programming. France had the most sophisticated planning. "Its Du Plan is, in essence, a complete marketing plan for a whole country right down to the most intimate of details. Growth for each industry is forecast, planned and laid out even to the extent of planning, for example, the erection of schools, services and housing in cities where new industrial plants were expected to be built."

The most sophisticated and best implemented total approach was in Belgium. "Wage rates are perhaps the highest in Belgium of all the countries but, with their common, agreed upon recognition of the need for productivity and the value to the country of properly sharing the fruits of such productivity, they are still able to be quite competitive in the market place, internally as well as in export."

Dr. Yohe did point out that all of the co-operative endeavour in Western Europe was taking place in an atmosphere of full employment and that the high production was at least partially a result of rebuilding war-torn economies. "There is no way of predicting how long the present situation will last or if their present methods are fully capable of contending with the economic situation that would result should world demand go into a recessive phase."

This point should be kept in mind when those countries' ideas and acts are considered for Canada, he said.

He then enumerated eight things to be remembered:

1. In all of the six countries, with one possible exception, the weight of public opinion and acceptance is of paramount importance.

2. The more narrow interests of both labour and management are, in a large measure, submerged into a common goal of what is in the best interests of the country, the people themselves, and an ever-increasing standard of living for most of the people.

3. The co-operation between labour, management and government is almost a religious fervor in most countries and is accompanied by a high degree of enthusiasm and a desire to make their programming and planning work effectvely.

4. Indicative programming is an essential part of the over-all activity in each country and is greatly dependent on well developed economic analyses and forecasts coupled with definitive goals for accomplishment.

5. Full employment is accepted as a minimum goal in the utilization of people.

6. Strong labour unions and strong employers associations are considered indispensable elements in the government-labour-management relationships.

7. Rationalization and other industrial arrangements are accepted as tools for economic growth if they are not inimical to the best interests of the people and the country.

8. And above all, there has been developed in most of the countries an *esprit de corps* that things are being done that are good for them and that conditions are constantly improving.

Just as the medical profession isolates and treats the real disease rather than the symptoms, Canadians have to isolate the real socio-economic diseases that infect the country's economy and then evaluate the treatment being applied in other countries for their curative powers if used on our economy.

"The diagnosis will point up that our diseases are internal and not brought on by environment," Dr. Yohe concluded. "I submit that until our internal health is good, the external manifestations will be feverish."

Claude Jodoin Resigns from Productivity Council

Claude Jodoin, President of the Canadian Labour Congress, on September 12 submitted to Prime Minister Diefenbaker his resignation as a member of the National Productivity Council.

In his letter of resignation Mr. Jodoin said the CLC recognized that co-operation between labour, management and government was essential in the interest of all the Canadian people but that the Productivity Council, "because of the unduly limited scope of its activities," was a barrier to such co-operation.

The letter also repeated the CLC's statement of almost two years earlier that "increases in productivity without appropriate expansionary public policies may lead to additional unemployment." The preamble to the Act establishing the Council, Mr. Jodoin reminded the Prime Minister, referred to the need "for providing expanding opportunities for increased employment . . ."

Mr. Jodoin also quoted from a letter he had written to Mr. Diefenbaker in October 1960, when establishment of the Council was mooted: "One of the main reasons for our present unemployment is the fact that advances in productivity have outstripped our ability to make use of the extra workers they make available. To speed up productivity will, in absence of effective measures to absorb displaced workers, only aggravate the problem."

In that same letter Mr. Jodoin had reported the CLC's desire for the establishment of an advisory council on economic matters. The National Productivity Council did not satisfy this desire.

"We are most deeply concerned about our country's economic prospects," Mr. Jodoin wrote. "We are confronted with vital changes in international trade at a time when, within our own borders, sweeping changes are taking place in industry. Many thousands of workers are without jobs and others face the grim possibility of early unemployment. Young people emerging from our schools are entering a labour force which is riddled with uncertainties . . .

"We have now reached the firm conclusion that not only has the National Productivity Council failed to meet these needs but its very existence, in its present form, is a serious handicap to the establishment of effective co-operation in regard to the solution of our economic problems."

In a statement on the CLC President's resignation, George DeYoung, Chairman of the National Productivity Council, said that the resignation came at a time just before the Council's new programs, "at present in the process of development," were put into effect. "These new developments have not only been sought by labour but requested also by senior representatives of industry and agreed upon by members of government," he stated.

"Mr. Jodoin calls for a high level of labour-management-government co-operation in Canada. The Council wholeheartedly agrees, and is taking concrete steps to implement this national need." The Council is today "a regularly constituted forum of management, labour and government representatives" working toward the achievement of the goal called for by Mr. Jodoin.

"The Council's terms of reference were made necessarily broad so that it could have room to develop as it saw the need. Management, government and labour on the Council unitedly agreed that productivity alone is not the full answer for Canada's economic growth.

"The provision of national economic facts on which management, labour and government could agree and which would provide a sound basis for discussion and negotiation; increased industrial research; better management; and above all an improved labour-management climate in the nation are absolutely essential," Mr. DeYoung said.

The next day Hon. Donald Fleming, who at the time was Acting Prime Minister, said it was not a time to downgrade the National Productivity Council but instead to encourage it in its endeavours.

Before Mr. Jodoin had written his letter of resignation, Mr. Fleming said, it was known to him that the Government was prepared to consider changes that might make the Council more effective.

Two days after Mr. Jodoin's resignation, the President of the Confederation of National Trade Unions, Jean Marchand, told a press conference that his organization would continue to support the Productivity Council as long as there was hope that its scope could be broadened. Marcel Pepin, CNTU Secretary-Treasurer, said he intended to remain a member of the Council.

The 25-member National Productivity Council was authorized by legislation passed by Parliament on December 20, 1960. The Act said: "In order to provide expanding opportunities for increased employment and trade and rising national standards of living, it is in the national interest to promote and expedite continuing improvement in productive efficiency in the various aspects of Canadian economic activity."

33rd Annual Meeting of the Canadian Chamber of Commerce

Relations between business and government, business and labour, and business and the consumer discussed at one of the sessions, which had the theme, "Goals for Co-operation." More than 500 delegates attended the three-day convention

The relations between business and government, labour and the consumer were the subject of discussion at a session with the theme, "Goals for Co-operation," at the 33rd annual meeting of The Canadian Chamber of Commerce in Vancouver on September 17-19. More than 500 delegates attended the meeting.

Other sessions were titled "Trade Goals" and "Goals for Management."

The three speakers at the session on goals for co-operation were: J. A. Roberts, Deputy Minister of Trade and Commerce, Ottawa, who spoke on "Business and Government"; William Dodge, Executive Vice-President of the Canadian Labour Congress, who spoke on "Business and Labour"; and Mrs. Michael Humphries, Member, National Executive, Canadian Association of Consumers, whose subject was "Business and the Consumer."

This is the only session fully reported here.

James A. Roberts

"Canadian business stands to gain, not to lose, from the kind of competition that is coming," said James A. Roberts, Deputy Minister of Trade and Commerce. "Certainly it will be harder and tougher than anything we have known before, in a world market vastly greater than the one we have grown up in; but in it we will find challenge and stimulation, with opportunity waiting in the wings to reward the best in leadership that we can provide."

He had just told the session on "Goals for Co-operation" that Canada's need for inspired business leadership and initiative was never greater, and that it was essential that Canada develop a new strain of business leaders.

The economies of Canada and the United States are on the threshold of basic and sweeping change, he said, but with the standard of leadership he had described "I am confident that the long-range effects of these forces will be essentially constructive."

Business and government can co-operate more closely than they have done in identifying promising fields for expansion of domestic production to satisfy the part of Canadian demand now served from abroad. A relatively small additional rate of increase in Canadian production may well be sufficient to absorb our surplus labour.

Except for some regional soft spots, Canada was not far from full economic employment now, he believed.

There is little doubt that the striking economic growth that has taken place in the countries of Western Europe is due to a significant degree to the advanced form of co-operation and planning by management, labour and government practised in those countries, he said.

In each of the six countries he had visited as the head of the Canadian labour-management-government mission sponsored by the National Productivity Council, Mr. Roberts said, he had been struck by the extremely sophisticated organization that exists in both the management and labour elements of the economy.

He had begun his address, titled "Business and Government," by tracing the history of Canada's economic development, which has been based on production on a large scale of basic products and raw materials for sale abroad. Canada has developed substantial secondary industry but its products have been caught in a squeeze between foreign tariffs in overseas markets and high costs of production related to a small domestic market. Despite this, Canada has developed a capacity to export rivalled by few countries in the world.

But there has been an almost unavoidable tendency to make purchases abroad in excess of our earnings from exports. The deficit in the past was covered by imports of capital. These have now subsided, leaving Canada with a heavy imbalance that we must somehow meet out of our own resources.

"No effort is being spared to gear our economy to this new challenge by restoring a high rate of productivity, competitive efficiency and versatility in our industry," Mr. Roberts said, and it was in this context that business will find itself associating with government in the years immediately ahead.

William Dodge

"We have a great many important goals, but I think we could make a substantial gain by getting together on one that is

immediately attainable—the setting up of some machinery for consultation between management, labour and government."

This suggestion was made by William Dodge, Executive Vice-President of the Canadian Labour Congress, in his address, "Business and Labour."

Labour, he said, was prepared to meet with government and business and discuss our national, social and economic goals in an endeavour to reach agreement on them, but "unfortunately we have no machinery through which we can expose ourselves to each other's views."

It was to provide this machinery that the unions had advocated and strongly supported the idea of a tripartite national consultative body on which business, labour and government would be represented.

Such a body would provide the "three-way co-operation" necessary for the full-scale economic planning that the speaker believed to be essential if Canada was to be in a position to compete on equal terms with the highly organized economies of other nations, particularly those of Western Europe.

Mr. Dodge referred to his recent visit to Europe as a member of the mission conducted by the National Productivity Council. Everyone who had participated in that mission, he was sure, had learned that "national economic planning is feasible, practical and effective in promoting trade, encouraging competitiveness, producing full employment and raising standards of living."

"Planning can be, and in most European countries is, beneficial to all sectors of the economy without unduly interfering with the freedom of choice of the individual," Mr. Dodge asserted. Labour believed in economic planning as the long-term solution to Canada's economic problems.

Labour's most important objective in the immediate future was full employment, which was "the cornerstone of a good standard of living and security for all."

Canadian labour had never lost sight of its basic objectives, he said. "We believe in security for all. That means economic security, which we continue to seek partly through collective bargaining with employers and partly through legislation. It means security from the fear of unemployment, protection in time of illness or accident, freedom from discrimination because of race, colour or creed; and it means protection of the right of freedom of speech and equality before the law.

"In essence what we are seeking to establish is a society in which the use of productive resources is planned so as to permit constant improvement in the standard of living of all the people."

But the basic objectives of the labour movement were only incidental to the objectives of business, whose main objective is the production and distribution of goods for sale at a profit.

Labour and management could make a substantial gain by getting together on one objective that is immediately attainable—the setting up of some machinery for consultation between management, labour, and government.

Mrs. Michael Humphries

Consumer spending in Canada totals more than 22 billion dollars a year and makes up almost exactly two thirds of the gross national expenditure. Therefore it is important that this buying be done wisely, and that is the consumers' responsibility, said Mrs. Michael Humphries, an executive member of the Canadian Association of Consumers, in her address on "Business and the Consumer."

"When consumers buy on impulse, if they buy unwisely or wastefully, if they purchase shoddy or unsuitable goods, if they invest in faddy gadgets, some business will go on making these products," she said. The machinery of supply meeting demand has basic advantages but also can have one great flaw: "uninformed or indifferent consumers can direct business efforts to unnecessary or unsound production."

If consumers buy good products, "this can be a vital stimulus to improvement in Canadian-made goods, improvement that will give our goods a better competitive position in export markets as well as here at home."

Because of our high standard of living and high level of costs, manufacturers are finding it difficult to meet competition in world markets. "One factor in these costs—distribution—should concern all consumers and one contribution we could make toward lowering these costs is through careful shopping," Mrs. Humphries said.

Turning to business responsibility to the consumer, she said it had the responsibility to produce and market goods that are safe, effective or useful, as good as any from other countries; and to provide information about those goods that will help consumers know if they are a good buy for them. The consumer's choice of her purchases has far-reaching effects, good or bad, on the whole

"Operation Freedom"

" . . . It should be emphasized that the program was not a new or radical departure from the program which had been in operation successfully for the last 18 years.

"However, under the name Operation Freedom it was given much wider publicity than work of this nature has been given in the past (L.G., April, p. 408; June, p. 610). . . .

"While there is still considerable political uncertainty in Canada at the present time, it is anticipated that a program of economic education will be supported and carried out by Chamber members at all levels in the years ahead on a more intensified basis than during the last several years."

—Report of Executive Council to 33rd Annual Meeting, The Canadian Chamber of Commerce.

nation. It is the responsibility of business to help her in making the thousands of buying decisions she has to do.

Mrs. Humphries warned the meeting that if business disregarded its responsibility, sooner or later it would be taken over, usually by government. "Government control in matters affecting consumers is called for when business has failed to meet this responsibility," she said, and cited recent examples in meat inspection, probable tightening of controls on new drugs, pressure for legislation regarding inflammable fabrics and compulsory safety belts in automobiles and safety catches on refrigerator doors, and action on contaminated products, notably cake mixes.

Burton F. Bowman

"Labour costs are not a valid excuse for the failure of Canadian manufacturers to compete in foreign markets," said Burton F. Bowman, President of Cyanamid of Canada Limited, during the question period that followed his address on "Canadian Trade with the United States." He was one of the speakers during the session on the theme "Trade Goals."

Other statements he made in answer to questions from his audiences were:

—Canadian manufacturers are not agressive enough in their approach to markets, especially in the United States.

—An economic union, although not necessarily a free trade bloc, is inevitable between Canada and the United States.

—U.S. investment in Canada is necessary if this country wants to continue expanding its economy.

—More Canadians should be used in the management of plants established in Canada by United States companies.

In his speech Mr. Burton urged a vigorous Canadian drive to develop the export market possibilities that exist in the United States. Closer and mutually beneficial trade relations between Canada and the United States were made necessary by the existence of the European Common Market, he said.

He offered a four-point plan for developing opportunities in the U.S. market for Canadian manufacturers. He advised them to:

1. Think positively about who we are and about our prospects for selling.
2. Lead the way with a massive information campaign in the U.S.
3. Obtain realistic incentives through tax adjustments.
4. Adopt the marketing approach for the development of our opportunities in the U.S.

Presidential Address

"Canadians must be given a clear and honest definition of problems that have to be faced, and understandable national policies for solving them," said W. S. Kirkpatrick, retiring president, in his address to the annual meeting.

He pointed out that a free democracy like Canada functions most efficiently when it has unifying goals that its citizens understand and to which they can give wholehearted support. Such a situation exists in time of war, when the people "close ranks, postpone their narrow and local objectives, and unitedly face the common enemy. To meet today's critical situation, we need to create a similar spirit of urgency and common purpose."

But this year there has been no evidence of an effective program to meet "the grave fundamental problems that must be overcome if Canada is to achieve an adequate economic growth rate to keep unemployment at a minimum," Mr. Kirkpatrick said. "I believe our economy has moved into a new period that will require radically new policies."

He suggested that constructive planning, adapted to changing conditions, which was basic to successful company development, was equally applicable at the national level. Planning at the national level does not mean government control and suppression of private enterprise, he asserted.

Creation of a distinct department of the federal Government responsible for developing general economic policies and national objectives, in keeping with which all other government departments would plan and co-ordinate their actions and regulations, had often been suggested, he pointed out. Many other countries have adopted systems

of this kind, he said, citing the latest, Britain's National Economic Development Council.

"Until Canada takes similar steps, I see little hope of uniting government, labour and management in the all-out co-operative effort needed to meet the challenges of the day," Mr. Kirkpatrick said.

All Canadians should give their wholehearted and active co-operation to the development and strengthening of the National Productivity Council. "If this co-operation is not forthcoming, I can see only mounting difficulties in our country's efforts to expand trade and increase our economic growth rate," the retiring president said.

Officers for 1962-63

Victor Oland, President, Oland & Son Ltd., Halifax, was elected President of The Canadian Chamber of Commerce for 1962-63. Other officers elected were:

Howard T. Mitchell, Vancouver, First Vice-President; A. J. Little, Toronto, Second Vice-President; G. P. Keeping, Montreal, Chairman of the Executive Council; G. Egerton Brown, Montreal, and J. A. Ross, Toronto, Vice-Chairman of the Executive Council.

Industrial Fatalities in Canada during Second Quarter of 1962

Deaths from industrial accidents numbered 207 during second quarter of 1962, a decrease of 14 from previous quarter and of 46 from same quarter last year

There were 207* industrial fatalities in Canada during the second quarter of 1962, according to the latest reports received by the Department of Labour. This is a decrease of 14 from the previous quarter, in which 221 were recorded, including 48 in a supplementary list. In the second quarter of the previous year, 253 fatalities were recorded.

During the quarter under review, there were four accidents that each resulted in the deaths of three or more persons.

On May 23, nine employees of a logging company were trapped and killed in an avalanche caused by dynamite explosion set to break a log jam. This accident occurred on the banks of the Toulnoutoc River near Baie Comeau, Que.

On May 29, three water utility employees died from carbon monoxide gas while preparing sump hole prior to the installation of a new pump on Big Indian Lake, N.S.

Three public utilities employees working in an underground splicing room in Montreal, Que., died on June 8 from burns shortly after a fire and explosion.

Three men were drowned near Levis, Que., on May 16 when a schooner hardly out of port disappeared beneath the water.

* *See* Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the second quarter of 1962 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 50 fatalities for which no reports have been received.

Grouping by Industries

Grouped by industries, the largest number of fatalities, 41, was in the construction industry. Of these, 17 were in buildings and structures, 12 in highways and bridges and 12 in miscellaneous construction. For the same period of the previous year, 49 fatalities were reported: 34 in buildings and structures, 8 in highways and bridges and 7 in miscellaneous construction. During 1962's first quarter, 33 fatalities were listed: 11 in buildings and structures, 5 in highways and bridges and 17 in miscellaneous construction.

The 33 fatalities in logging represented an increase of 18 from the 15 that occurred during the same period in 1961 and of 10 from the 23 that were recorded during the first quarter of 1962.

In the mining industry, of the 31 fatalities recorded, 23 were in metal mining and 4 each were in coal mining and non-metallic mineral mining. Fatalities recorded in this industry for the same period in 1961 numbered 45; of these, 29 were in metal mining and 8 each in coal mining and non-metallic mineral mining. During the first quarter this year, 39 employees lost their lives in the mining industry. Twenty-five died in metal mining and seven each in coal mining and non-metallic mineral mining.

The 30 fatalities recorded in the transportation, storage and communications industry were distributed as follows: 13 in railway transportation, 10 in local and

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

highway transportation, 6 in water transportation, and 1 in telegraphs and telephones. For the same period last year, fatalities in this industry numbered 38; there were 14 in local and highway transportation, 8 in water transportation, 7 in air transportation, 6 in railway transportation, 2 in street and electric railways and 1 in telegraphs and telephones. During the first quarter this year, 33 fatalities were reported: 17 in local and highway transportation, 12 in railway transportation, 3 in water transportation and 1 in air transportation.

There were 26 fatalities in the manufacturing industry during the quarter: 6 in iron and steel products, 4 each in food and beverages, transportation equipment and non-ferrous metal products, 3 in paper products, 2 in non-metallic mineral products and 1 each in textile products, wood products and chemical products. For the same period of the previous year, 39 fatalities were listed: 9 in iron and steel products, 5 each in paper products, transportation equipment and non-ferrous metal products, 4 each in wood products and non-metallic mineral products, 3 in food and beverages and 1 each in printing, electrical apparatus, chemical products and miscellaneous manufacturing industries. During 1962's first quarter, 48 employees lost their lives in this industry. Ten died in wood products, nine in iron and steel products, six in transportation equipment, five in non-metallic mineral products, three each in food and beverages, textile products, paper products, non-ferrous metal products and electrical apparatus, two in chemical products and one in tobacco products.

Grouping by Causes

An analysis of the causes of the 207 fatalities during the second quarter of 1962 shows that 69 (33 per cent) were under the heading "struck by" different objects. Of these, 49 were in the category "other objects," 13 were caused by "moving objects" and 7 were the result of being struck by "tools, machinery, cranes, etc." Forty-one fatalities were caused by "falls and slips," all by falls to different levels.

Forty fatalities were under the heading "collisions, derailments, wrecks, etc."; 21 involved automobiles and trucks, 9 involved tractors and loadmobiles, 5 involved aircraft, 3 involved water craft, 1 involved railways and 1 involved other transport agencies.

Eighteen fatalities were caused by being "caught in, on or between." Of these, eight involved tractors and loadmobiles, three involved automobiles and trucks, three hoisting or conveying apparatus, three miscellaneous objects and one miscellaneous vehicles and craft.

By province of occurrence, the largest number of fatalities, 64, occurred in Ontario. This was followed by Quebec with 40 fatalities, British Columbia with 39 and Alberta with 31.

During the quarter under review, there were 54 fatalities in April, 85 in May and 68 in June.

Postal Employees Association Quits Civil Service Federation

The Canadian Postal Employees' Association (CLC), representing about 10,500 Post Office workers, last month voted to disaffiliate from the Civil Service Federation of Canada. The purpose is to permit separation of bargaining for postal workers from that for other government employees.

The Canadian Railway Mail Clerks Federation and the Federated Association of Letter Carriers are now the only CSF affiliates that are also members of the Canadian Labour Congress.

N.S. Federation of Labour Holds Annual Convention

Initiation by the federal Government of a long-range development program as part of a broad attack on the economic problems of the Atlantic Provinces was proposed in a seven-point resolution approved by delegates to the annual convention of the Nova Scotia Federation of Labour, held in Sydney on September 10-12. About 150 delegates attended.

The resolution asked the federal Government to establish, in consultation with the provincial governments and other interested bodies, a board of planning for industrial development in the Atlantic region.

The other points in the resolution were:

—The board to be given full authority to inquire into, and give full publication to information pertaining to industrial development and employment in the region.

—A capital development fund to be set up to provide for economic welfare in the private, public, and co-operative sectors of the Atlantic economy.

—Trading and fiscal policies to be designed to fit in with the geography, natural resources and assets of the area.

—International credits to the underprivileged nations within the Colombo Plan and the United Nations programs to be designed to stimulate Atlantic Provinces' growth.

—Adequate industrial and technical training to be provided for displaced workers and young people.

—Adequate provision to be made for rehabilitation and relocation in both community and employment fields.

Edward Johnston, President of the Federation, in his presidential address called for a conference of governments, management, labour and the business community to "sit down and discuss economic problems, which cry out for solution."

Another resolution passed by the convention called for the re-opening of No. 16 Colliery, New Waterford, until Parliament meets; for nationalization of the coal industry; and for a retraining and relocation program to help workers affected by technological changes.

In another resolution, the Federation requested an embargo on imports of coal from the United States to correspond with the reduction in Canadian exports of lumber to the U.S.

In other resolutions, the convention asked for:

—Establishment of a provincial minimum wage for men and women of $1.50 an hour.

—An expansion of trades and technical training for youth.

—Labour education in the schools.

—Provision of free school books up to Grade 12.

—Extension of the Industrial Standards Act.

The Sydney local of the United Steelworkers submitted a resolution that condemned the "unprincipled practice of union raiding," and asked that the resources of the labour movement be devoted to the restoration of unity and to the organizing of the unorganized. The resolution was passed.

Donald MacDonald

"Only a united Canadian labour movement can bring the problems of this region within sight of a solution," Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, and the principal speaker at the convention, told the delegates.

The federal Government had carried out some projects of the kind contemplated in the Gordon Commission's report, "but there is still no co-ordinated plan, no clearly-thought out scale of priorities, no single authority charged with the task of supervising the carrying out of projects under such a plan," he said.

Existing industries that still form a sound, self-sustaining, viable Atlantic economy will not provide employment, directly or indirectly, for the whole of the natural increase in the Atlantic labour force.

Mr. MacDonald, for many years a resident of Sydney and a former Dosco coal trimmer, said that proposals of economists seemed to involve deliberate measures to bring industries to the workers rather than workers to the industries. In a good many cases, he thought that this was economically sensible.

Industry left to itself will put its plant where it expects to make the most profit. This might involve the construction of whole new towns. But somewhere else there might be an old town with all services available where the local industry was dead or dying. Where possible, taking into account available facilities and raw materials, and transportation, something could be done in such situations, and money could be saved to the country, Mr. MacDonald said.

The present Government had "made a small, hesitant move in this direction with its double depreciation for new industries in a depressed area for a limited period. But this is woefully inadequate. Much more can be done. Much more has been done in a whole series of countries," he said.

(Continued on page 1183)

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) ..... (000)	September	6,645	− 3.2	+ 1.6
Employed ..... (000)	September	6,385	− 3.0	+ 2.4
Agriculture ..... (000)	September	738	− 7.4	+ 1.9
Non-agriculture ..... (000)	September	5,647	− 2.4	+ 2.5
Paid workers ..... (000)	September	5,196	− 3.0	+ 2.4
At work 35 hours or more ..... (000)	September	5,564	+ 5.1	+ 3.5
At work less than 35 hours ..... (000)	September	644	+ 7.9	+ 0.3
Employed but not at work ..... (000)	September	177	− 74.4	− 18.8
Unemployed ..... (000)	September	260	− 7.2	− 15.6
Atlantic ..... (000)	September	38	− 5.0	− 17.4
Quebec ..... (000)	September	97	+ 1.0	− 14.9
Ontario ..... (000)	September	74	− 18.7	− 10.9
Prairie ..... (000)	September	20	− 9.1	− 41.2
Pacific ..... (000)	September	31	0.0	0.0
Without work and seeking work ..... (000)	September	247	− 6.1	− 15.4
On temporary layoff up to 30 days ..... (000)	September	13	− 23.5	− 18.8
Industrial employment (1949=100)	July	125.7	+ 0.6	+ 2.6
Manufacturing employment (1949=100)	July	115.3	− 1.0	+ 4.0
Immigration	1st. 6 mos.	34,061	—	− 7.4
Destined to the labour force	1962	17,214	—	− 6.9
Strikes and Lockouts				
Strikes and lockouts	September	48	− 11.1	− 9.4
No. of workers involved	September	10,482	− 9.1	− 1.7
Duration in man-days	September	116,350	+ 56.1	+ 10.3
Earnings and Income				
Average weekly wages and salaries (ind. comp.) ..	July	$80.88	− 0.2	+ 3.4
Average hourly earnings (mfg.)	July	$ 1.88	0.0	+ 3.3
Average hours worked per week (mfg.)	July	40.9	− 0.5	+ 0.7
Average weekly wages (mfg.)	July	$76.73	− 1.0	+ 3.8
Consumer price index (1949=100)	September	131.0	− 0.3	+ 1.5
Index numbers of weekly wages in 1949 dollars (1949=100)	July	139.9	− 1.3	+ 2.0
Total labour income $000,000	July	1,711	− 0.9	+ 5.9
Industrial Production				
Total (average 1949=100)	August	182.6	+ 0.2	+ 6.5
Manufacturing	August	161.8	− 0.7	+ 5.5
Durables	August	156.4	− 4.6	+ 9.9
Non-durables	August	166.5	+ 2.8	+ 2.3

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Manpower Situation, Third Quarter, 1962

The underlying employment trend rose sharply earlier this year but in recent months the expansion appears to have lost much of its momentum. Seasonally adjusted employment data indicate an advance of about one half of one per cent in the second quarter, and little or no change between the second and third quarters.

In the first nine months of this year average employment was higher by 191,000, or 3.2 per cent, than in the corresponding period last year. The employment advance since the business cycle trough in the first quarter of 1961 was just over 4 per cent, after seasonal adjustment. An increase of about the same order took place during the corresponding period of the 1958-59 recovery.

The service-producing industries showed further strengthening during recent months. The improvement was centered in personal, business recreation and government service. Employment in the goods-producing industries, on the other hand, was running somewhat behind the second quarter average.

Manufacturing employment (seasonally adjusted) edged down slightly during August and September after rising sharply earlier in the summer. It appears that the losses were of a temporary nature as most reports from across the country indicate continuing high levels of production and sales.

Retooling in the automotive industry had a somewhat greater impact than usual this year owing to the high level of activity that prevailed before the shutdown. As was the case in the past year, this industry is expected to be a consistent source of strength in the months ahead.

Elsewhere in manufacturing, prospects were generally encouraging. The lower exchange rate of the Canadian dollar, together with a surcharge on imports, has stimulated exports and encouraged substitution of domestic products for imports. The full effects of these measures will probably not be felt until later in the year.

The construction industry was an important source of strength during the first half of this year, but in recent months has shown some signs of weakening. Employment fell more than usual during September after rising seasonally during the earlier part of the summer. The number of housing starts, seasonally adjusted, declined in September for the second consecutive month, although the number under construction continued to rise. Construction contracts awarded declined in value during July and August and were down over the same months in 1961. For the first eight months of this year, however, they were running about 9 per cent ahead of the corresponding period in 1961. With this additional volume of work on hand employment in the industry is expected to be maintained above year earlier levels for some time.

Year-to-Year Comparisons

Employment in the third quarter was higher, on average, by 177,000, or 2.8 per cent, than in the same quarter last year. The increase was about equally distributed between men and women. The year-to-year increase in employment was shared by both sexes and all age groups.

Manufacturing employment averaged 47,000 higher than in the July-September period in 1961; Virtually all parts of the industry shared in the improvement. The most noticeable strengthening was in durable goods. Aided by subsidies, the shipbuilding industry showed a marked improvement over the year. Also showing large gains over the year were the iron and steel, electrical apparatus, motor vehicle and aircraft industries. Employment increases in non-durable goods industries were fairly general, though less pronounced. The most marked improvement in this sector was in the apparel and rubber industries.

The employment recovery in construction played an important role in the year-to-year rise in job opportunities for men. Employment in the third quarter was 25,000 higher than a year earlier. Forestry employment was a little lower than a year ago, and mining showed little or no change. Employment in agriculture continued its secular decline, falling by 13,000 over the year in spite of a substantially higher level in the Prairie region.

In the third quarter, employment in the service industry averaged 84,000 higher than a year earlier. The largest gains were in community and personal service. Trade was the only service-producing industry that failed to show a year-to-year increase in employment.

The improvement in transportation was of some significance. Under the stimulus of increased trading with foreign countries and a sharp upward trend in the volume of shipments of raw materials and manufactured goods to Canadian consumers, employment in the industry this year advanced by 23,000, or 4.3 per cent, over the third quarter of 1961. At no time during the past decade had the industry shown any noticeable signs of growth. The conversion to diesel locomotives had a dampening effect on railway employment during much

of the period and this development had an offsetting influence on employment expansion in other parts of the transportation industry.

Unemployment

The seasonally adjusted unemployment rate increased sharply between June and July as a record number of students entered the labour market at the end of the academic year. With the reopening of schools in September, however, the adjusted rate fell to 5.6 per cent, the same percentage as in May, the previous low for the year. This was close to the low point that was reached in the recovery of 1959 and well below the previous peak of 7.9 per cent reached in December 1959.

At 260,000, unemployment in September was 3.9 per cent of the labour force, in unadjusted terms. A year earlier, the rate was 4.7 per cent and in September 1960 it was 5.1 per cent.

Unemployment rates in September varied from 1.7 per cent in the Prairie region to 6.3 per cent in the Atlantic region. The rates in Ontario, British Columbia and Quebec were 3.1 per cent, 5.2 per cent and 5.3 per cent, respectively. Unemployment was considerably lower than last year in most regions; in British Columbia there was virtually no change over the year.

The September unemployment estimate was 48,000 lower than a year ago. Most of the drop was in male unemployment. Except for older workers (55 and over), unemployment was lower than a year ago among men in all age groups. The most noticeable decline was among men 25 to 34 years of age, the group that experienced the sharpest increase in unemployment in the early part of the 1960-61 recession.

In September the number of long-term unemployed (four months and over) was estimated at 80,000, a drop of 26,000 from a year ago. Included among the long-term unemployed were 50,000 who had been jobless for more than half a year. At the same time last year the figure was 63,000.

The number of workers unemployed for four months or more lags behind changes in over-all unemployment during the recovery phase of the business cycle. During the last half of 1961, total unemployment declined sharply but long-term unemployment showed no appreciable change. This year, however, the number of persons unemployed four months or more has fallen quite noticeably. In the first nine months of 1962, this group of long-term unemployment averaged 25 per cent lower than the year before and there were similar substantial reductions in the number unemployed more than six months. In September, however, the number unemployed six months or longer was still 9 per cent above that of two years earlier, although total unemployment was appreciably lower.

The stronger demand for labour benefited workers of all age groups, but particularly the 25-44 year age groups. As usual, however, the incidence of unemployment was greater among young people than it was among the more experienced members of the labour force. In September the number of unemployed in each age group, as a percentage of the labour force, varied from just over 9 per cent in the 14-19 age group to less than 5 per cent for those over 25 years old. Total unemployment in September was 3.9 per cent of the labour force, compared with 4.7 per cent at the same time last year.

In the third quarter of 1962, unemployment rates were lower than in the third quarter of 1961 in all industry groups and in all occupations. The relative decrease in the primary industries was considerably greater than the over-all average. As in the third quarter of last year, unemployment rates for labourers and for construction and transportation workers were above the national average, but the rates for office and professional and managerial occupations were substantially lower.

Nurses headed the list of shortages in professional occupations for women. A heavy demand for nurses was evident throughout the country; such areas as Medicine Hat, Port Arthur, Grande Prairie and Vancouver reported severe shortages. Many areas indicated shortages also of physical therapists, dietitians and school teachers.

As in past years, demand for qualified secretarial and clerical personnel has remained high, although the shortage eased somewhat when high school and business school graduates entered the labour market this summer. There has been little slackening in the growth of job opportunities for clerical occupations throughout the postwar period. In the last 10 years, employment in clerical occupations increased by 37 per cent, for example, as against a 19-per-cent gain in all occupations.

The seasonal upturn in construction activity resulted in an increasing demand, considerably sharper than last year, for carpenters, plumbers, bricklayers and painters. Shortages of these occupations in parts of Ontario and Quebec were reported to be acute. In the Prairies, the demand for construction workers, along with manpower required for the harvest of an exceptionally large crop, resulted in the classification of two areas as labour shortage areas.

As might be expected, demands for semi-skilled and unskilled workers were generally satisfied locally with little difficulty. A few reports of job openings remaining unfilled came mainly from apparel, shoe and textile centres in the Quebec region. Competent unskilled factory workers were scarce in a few industrialized areas in Ontario.

Operational Statistics of the NES

The extent of labour shortages may be determined to some degree through an examination of data originating with the placement operations of the National Employment Service. Each month the NES records the number and kinds of job vacancies reported and the number unfilled at the end of the month. Similarly it records the number of applications for employment, by occupation, and the number unplaced at the month end.

The ideal measure of labour shortage would be the ratio of job vacancies to the number of persons unemployed. A shortage in any specific occupation could be said to exist when the number of available jobs exceeded the number of persons available. In practice, the operating statistics of the NES are imperfect measures of labour supply and demand. For one thing, workers generally have a strong incentive to register with the National Employment Service when they are not working because such registration is a legal requirement for unemployment insurance benefits. Employers, on the other hand, have no such incentive to list their vacant jobs and tend to do so to a greater extent when workers are not readily available to them in other ways. Thus, the statistics of registrations are, on the whole, a more complete measure of labour supply than vacancies are of labour requirements. In addition, the occupations under which registrations and vacancies are listed represent groupings of related occupations and are also Canada-wide totals of many different local offices. This means that every worker in the total count of registrations cannot be matched with every vacancy because of difference in qualifications and requirements, and because geographic mobility of workers is limited.

Reflecting the lack of mobility and the imbalance between the required skills and the skills available, some 42,740 of the job vacancies reported to NES offices remained unfilled as of August 31, 1962, while at the same time 280,000 Canadians were unemployed. As pointed out above, not all employers register their vacancies with the National Employment Service. Hence, an analysis based on these data alone deals with only part of the demand for labour. Nevertheless, a comparison of the data on unfilled vacancies provides a broad indication of the relative strength of demand for various occupational skills over time. In this report, job vacancies are compared with a year ago and with 1957, a period of fairly general labour shortage.

At the end of August there were 21,214 job vacancies for males, compared with 14,952 a year ago and 14,937 in 1957. For females, the total was 21,256 this year, 18,064 a year earlier and 16,094 in 1957. From this it is apparent that vacant positions have increased more rapidly for males than for females.

Although women have accounted for an increasing proportion of total employment in recent years, and although the number of unemployed males is almost five times as high as that of unemployed females, the most frequently reported labour shortages are among the male categories. This feature of the labour demand-supply situation is indicative of the fact that women tend to retire from the labour force if employment is not available.

Compared with a year ago, the demand for labour has shown the largest increases (40 per cent and over) in mining, manufacturing, trade, service and agriculture. Within manufacturing, particular strength is now to be found in the iron and steel, transportation equipment, electrical apparatus and wood products industries.

Over the five-year period, 1957 to 1962, the number of vacancies for men increased sharply in manufacturing, service and trade. Construction was the only industry in which the number of unfilled vacancies was significantly lower this year than in 1957. In manufacturing there were 5,945 vacancies for male workers, almost double the number reported during the same months five years ago. Iron and steel products, food and beverages and electrical apparatus were among the industries registering the largest gains.

It will be remembered that the peak of the 1954-1958 business cycle was in April 1957 and that unemployment in August 1957 was only 3.1 per cent of the labour force. One would expect, therefore, other things being equal, that the number of vacancies listed with the National Employment Service would be smaller in 1962 than in 1957, and this is the situation in most regions. In Ontario, however, the job vacancies figures suggest a tighter labour market situation now than five years ago. In August 1962 the unemployment rate in Ontario was 3.6 per cent, against 2.9 per cent in August 1957. In spite of this higher unemployment rate, job vacancies for male workers have increased since 1957 by 40 per cent over all, and by 24 per cent in

manufacturing. Vacancies reported by metal working industries have shown the greatest increase over the period.

The classification of vacancies by occupation is significant from the point of view of the employer looking for key personnel, the worker, and all governments trying to cope with these needs. For Canada as a whole, the number of unfilled vacancies rose between 1961 and 1962 for all but a few occupations. The exceptions were mainly among professional occupations and included accountants and engineers. Over the past few years, the scarcity of available persons with these kinds of professional skills has become less acute as more and more graduates come out of universities. Even so, requirements for 515 engineers were still listed with the NES in August 1962, including about 300 in Ontario and some 120 in Quebec. The only other categories not showing an increase in vacancies were limited to a few occupations connected with primary textiles and pulp and paper production.

Despite the fact that the country was nearer full employment in August 1957 than in August 1962, unfilled vacancies for men in a large number of occupations are now higher than they were five years ago. Noteworthy among these are the metal working occupations, where vacancies rose from 721 to 1,370. Current vacancies for metal workers in Ontario were almost double those of 1957, and in Quebec a 75-per-cent increase was registered. Included in this category are machinists, tool and die makers, machine operators, sheet metal and structural steel workers. Demand for cabinet makers in the furniture industry also increased, as did demand for bricklayers, carpenters and painters in the construction field. Similarly, there appeared to be an increased need of cooks and chefs, salesmen and sales clerks, automobile mechanics and repairmen, and workers skilled in trades related to the production of clothing and leather goods.

A growing labour force and intensified job-finding activities of the National Employment Service have played some part in the increased numbers of job vacancies over this period. At the same time, the number unemployed is considerably higher. When these factors are taken into consideration the labour shortage situation in 1962 has not been as acute as it was in 1957. In recent months, however, the labour market has certainly been tighter than at any time since then.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	September 1962	September 1961	September 1962	September 1961	September 1962	September 1961	September 1962	September 1961
Metropolitan	—	—	3	3	9	9	—	—
Major Industrial	1	2	14	16	11	8	—	—
Major Agricultural	—	—	1	1	13	13	—	—
Minor	—	—	11	15	45	43	2	—
Total	1	2	29	35	78	73	2	—

Regional Manpower Situation

ATLANTIC

Employment in the Atlantic region in the third quarter of 1962, apart from seasonal variations, continued to improve slowly. It averaged an estimated 578,000, up 1 per cent from the corresponding quarter of 1961.

Unemployment decreased about seasonally over the quarter. It averaged 41,000—6.7 per cent of the labour force—in the third quarter of 1962, compared with 44,000—7.1 per cent of the labour force—a year earlier.

The modest increase in employment (on a quarter-to-quarter and year-to-year basis) was not attributable to any one particular industry but was widely distributed among all the major industrial divisions, except agriculture and forestry.

Manufacturing employment moved up slightly during the third quarter; developments varied in each industry. The wood and paper products industries showed increasing strength, and employment in them equalled the relatively high employment levels of last year. Employment gains in the food processing industry were about seasonal and on a par with last year.

The iron and steel industry, which has been a major weakness in the regional economy for some time, has shown recent improvements, especially in the Sydney area, where a considerable amount of rehiring has taken place over the past six months.

The transportation equipment industries experienced a slight decrease in employment during the third quarter, largely because of a slowdown in the shipbuilding and repairing industry, the result of completion of contracts and lack of new orders. At the end of July the employment index (1949= 100) for this industry stood at 158.9, up 1.7 per cent from a year earlier but down 9.4 per cent from the previous month.

On the other hand, with the receipt of several large orders for box cars, the railroad and rolling stock industry increased its employment substantially, both over the past quarter and over the past year.

The construction industry remained very buoyant throughout the third quarter. Even though no large engineering projects were under construction in this region, increased residential and institutional construction has kept this year's employment level considerably above that of last year. Employment in the service producing industries edged up slightly during the third quarter, remaining fractionally above that of a year ago.

The number employed in the primary industries continued well below last year's. Throughout the first three quarters of 1962, the seasonal expansion of agricultural employment was below normal. During the quarter under review, farm employment was lower than last year by an average 14,000, or 23 per cent.

Increased mechanization, changing working patterns, and decreased demand for forestry products kept forestry employment in the third quarter below that of last year, and the quarter-to-quarter increase was much smaller than seasonal. Employment developments in the fishing industry were in line with seasonal expectations.

The closure of Dosco's No. 16 colliery in Cape Breton resulted in a decrease in employment in the coal mining industry in the third quarter from the previous quarter and from last year. This decrease was more than offset, however, by a substantial increase in metal mining.

In September, the classification of the 21 labour market areas in the region (last year's figures in brackets) was: in substantial surplus, 0 (1); in moderate surplus, 10 (8); in balance, 11 (12).

QUEBEC

Employment in Quebec, which had increased in line with seasonal expectations throughout the first six months of 1962, increased less than seasonally during the third quarter. The decrease, in seasonally adjusted terms, was in the order of 1 per cent. The employment level, nevertheless, remained substantially above last year's, averaging 1,781,000 in the third quarter, or 3.8 per cent higher than during the corresponding quarter of 1961.

Unemployment decreased less than seasonally during the third quarter, but was on average about 16,000 lower than in the third quarter of 1961. It averaged 101,000, or 5.4 per cent of the labour force, in the third quarter, compared with 117,000, or 6.4 per cent of the labour force, in the same period last year.

Farm employment followed the seasonal pattern in the third quarter and equalled the level of last year. Changes in non-farm employment thus accounted for both the less-than-seasonal increase in employment over the quarter and the substantial increase over the year.

The weakening in the non-farm sector of the regional economy during the third

quarter of 1962 was mainly in the service-producing industries. The goods-producing industries remained, as a whole, fairly stable and experienced only minor seasonal changes in employment.

Manufacturing employment showed little change in the third quarter, as gains and losses in the various industries offset one another. Virtually all industries, however, showed an increase in employment over the year.

The devaluation of the Canadian dollar, the import surcharges, and the reduction of tourist exemptions for Canadians travelling abroad stimulated activity in the textile and clothing industries. Production and employment in these industries rose considerably above the level of the previous quarter and remained consistently higher than the year before.

Although increased domestic and foreign demand for pulp and paper products resulted in greater production and shipments, employment in this industry remained stable from quarter to quarter and year to year. Employment in most other non-durable goods-producing industries showed little seasonal change but was higher than in the third quarter of 1961.

In the durable goods industries, electrical apparatus and supplies firms reported a continued improvement over the quarter and a considerable increase over the year. Employment in the iron and steel industry, which had shown a significant increase during the previous quarter, showed little change during the third quarter. Yet the entire industry, especially structural steel and heavy machinery and equipment for the pulp and paper industry, was operating at a substantially higher level than last year.

The transportation equipment industries appeared hesitant throughout the third quarter. A lag in deliveries of various essential components and a decrease in the number of orders resulted in a slight downward movement of employment in shipbuilding. But the industry continued to remain buoyant and operated at a considerably higher level than last year. Employment in the aircraft industry declined during the third quarter and over the year as a result of slackening in demand and changing working patterns. The railroad and rolling stock industry showed little over-all change.

The construction industry remained strong. The quarterly increase in employment was in line with seasonal expectations; the gains from last year were substantial. Residential construction was at a high level: housing starts during the first seven months were about 11 per cent higher than during the corresponding period last year. Non-residential construction declined somewhat over the quarter and over the year as gains in business construction, especially institutional construction, were more than offset by a continued decline in industrial and engineering construction.

Employment conditions in the forestry industry improved seasonally between the second and third quarter. Increased mechanization, poor weather conditions, and reduced production showed their effects in the year-to-year comparison. Employment in forestry during the third quarter averaged about 10 per cent lower than last year. As of September, the total cut for the current year was 12 per cent below last year's.

The increase in employment in the service-producing industries was slightly below normal for this period of the year. Employment in both the trade and service industries increased less than seasonally. Trade employment over the year has declined somewhat despite the increased value of sales. Employment in finance, public utilities and transportation, after seasonal adjustments, remained stable throughout the past year.

The decline in unemployment over the year was not large enough to affect the classification of the 24 local labour market areas. In September, the classification of the labour market areas in the region (last year's figures in brackets) was: in substantial surplus, 1 (0); in moderate surplus, 11 (12); in balance, 12 (12).

ONTARIO

The Ontario economy continued to expand during the third quarter of 1962, but at a diminishing rate.

Revised labour force data show that between the first quarter of 1961 and the second quarter of 1962, new jobs have been provided at the seasonally-adjusted rate of 4,600 a month, whereas jobs increased at only half this rate between the second and third quarters of 1962. As a percentage, the cumulative gain in employment since early 1961 amounted to 3.6 per cent.

In the third quarter, farm employment kept showing a slight tendency to fall, but the non-farm sector remained buoyant, with moderate gains in mining, utilities, transportation and trade.

Apart from the seasonal increase, employment in construction was steady after rising for two consecutive quarters. As a result of increased outlays for institutional

and commercial building, non-residential construction has been particularly active in recent months. Housebuilding activity, on the other hand, was no higher than a year ago. For the construction industry as a whole, the cumulative employment gain since the first quarter of 1961 stood at about 2 per cent.

Manufacturing employment, which accounts for some 30 per cent of total employment in Ontario, also held steady in the third quarter after rising continuously for five consecutive quarters, and showed a 6-per-cent gain from where it stood in the first quarter of 1961. Minor gains in iron and steel products and textiles during the third quarter were offset by losses in foods and beverages, non-ferrous metal smelting and refining and electrical goods.

Steel mill operations continued at near capacity level in the third quarter, and sizable employment gains were recorded in foundries, sheet-metal and machinery plants; the latter benefited from the increased spending on machinery and equipment across the country. Little basic improvement was apparent as yet in factories producing agricultural implements.

Model changeovers in the automobile industry were accomplished in record time during the quarter, after which employment was resumed at about the level that prevailed before the change. Cars and trucks were being produced at a rate some 4 per cent above that of the record year of 1953, and some 28 per cent above that of last year; employment, meanwhile, had decreased by 17 per cent since 1953 and increased by 9 per cent from 1961. Aircraft plants did some additional hiring in the third quarter, but the situation in the railway rolling stock industry remained unchanged after some gains in the second quarter.

Elsewhere in the durable goods industries, a high level of employment still prevailed in the electrical goods industry and in plants turning out wood, non-metallic mineral and non-ferrous metal products. Employment in metal smelters and refineries and in the electrical goods industry, however, after seasonal adjustment showed a slight decline from the previous quarter.

The textile industry expanded operations during the third quarter. Although fairly general, this greater-than-seasonal rise was particularly noticeable in synthetic fibres. Rubber, leather and clothing, along with papers and chemicals, maintained their level of activity, but employment in foods and beverages increased less than usual.

A less-than-seasonal increase occurred in farm employment. Logging and mining employment rose, however, as cutting operations increased in view of the continuing low pulpwood inventories. Miners were being favoured by development work in the northeastern part of the region and by market conditions for iron ore and silver.

With an increase in freight business, transportation firms hired some additional workers in the third quarter, as did firms in the expanding communications industry.

Increased spending by tourists and residents led to a greater-than-seasonal rise in the number employed in wholesale and retail stores, as well as in establishments providing personal and recreational services.

In finance, insurance and real estate, as well as in large sectors of the service industry, there were few fluctuations and employment was steady. Since early 1961, employment in trade and service has increased by 5 and 3 per cent respectively.

Unemployment increased more than seasonally between the second and third quarters of 1962, because more students have been looking for work than in former years. But, averaging 86,000, or 3.5 per cent of the labour force, it was substantially lower than the 97,000, or 4 per cent of the labour force, in the third quarter of 1961.

In September, the classification of the 34 labour market areas in the region (last year's figures in brackets) was: in balance, 28 (24); in moderate surplus, 6 (9); in substantial surplus, 0 (1).

PRAIRIE

Employment in the Prairie region showed a further rise during the third quarter of 1962, after allowing for seasonal factors. Farm employment accounted for most of the increase, mainly because of the additional manpower required to harvest a grain crop estimated to be more than twice the size of last year's and the biggest since 1956.

The non-farm sector showed little growth for the second consecutive quarter, although a high level of activity was being maintained in all industries.

Since the first quarter of 1961, total employment in the region has increased by about 5 per cent. This seasonally-adjusted increase was shared proportionately by the farm and the non-farm sectors. Prairie farms employed an estimated 347,000 workers in September, about 9 per cent more than last year.

Commercial and institutional building has been particularly active throughout 1962, and this has more than offset a decline in engineering construction. More houses were under construction in the third quarter than

last year, even though the rate of housing starts only equalled that of a year ago. As a result, employment in the industry has increased by 7 per cent since early 1961, but most of this had been realized by last January.

Like construction, manufacturing has been steady ever since the beginning of the year. Since early 1961, however, only modest employment advances have taken place, and these were largely limited to the iron and steel products, building materials and clothing industries. In the third quarter, small gains in wood, clay and steel products were offset by the lesser activity of the meat packing plants. Some steel fabricators were finding new markets in the northern areas of the United States as a result of devaluation.

Little change took place in mining and transportation during the third quarter, but some advance was reported in electric and gas utilities.

With a good crop in store, a general increase of activity in trade and finance was reported by the end of the quarter. Employment in the service industry remained unchanged.

Unemployment fell more than seasonally between the second and third quarters of 1962, mainly as a result of the increased demand for farm workers. It averaged 23,000, or 1.9 per cent of the labour force, in the third quarter of 1962, compared with 34,000, or 2.9 per cent of the labour force, in the same period a year earlier.

In September the classification of the 19 labour market areas in the region (last year's figures in brackets) was: in moderate surplus, 0 (1); in balance, 17 (18); in labour shortage, 2 (0).

PACIFIC

Employment in the Pacific region followed the seasonal pattern between the second and third quarter of 1962, remaining about 4 per cent above the comparable 1961 total. Unemployment was considerably lower than a year earlier, on average.

The seasonal expansion in non-agricultural employment in the third quarter was widely distributed among the various industries. Employment in manufacturing remained firm as a result of the strong domestic and foreign demand for durable and non-durable consumer goods, the devaluation of the Canadian dollar, and favourable weather. At the end of July, the employment index (1949=100) for the manufacturing industry stood at 131.4, up 3.5 per cent from last year. The three largest manufacturing industries in the region—wood products, paper products and food processing—were the main contributors to the employment advance. The shipbuilding, iron and steel and non-ferrous metal products industries, however, experienced the largest percentage gains both over the quarter and over the year. Especially noteworthy was the increase in employment in shipbuilding. The employment index for this industry was 23 per cent higher than last year.

In the construction industry, employment was substantially higher than last year. Residential and institutional construction accounted for this improvement; industrial, commercial and engineering construction did not equal last year's level of activity.

Conditions in the forestry industry improved both over the previous quarter and the previous year. The improvement was due mainly to expanding markets abroad for low grade lumber. Agricultural employment was at the same level as last year. After seasonal adjustment, the other primary industries—fishing and mining—showed little change from a year ago.

With economic conditions in the Pacific region remaining generally strong and stable, employment in the service-producing industries held firm. Activity in wholesale and retail trade increased moderately during the quarter and employment equalled that last year. The service industry, especially personal service, remained buoyant during the quarter, and the number employed remained slightly above that of last year.

During the third quarter unemployment averaged 31,000, or 5.1 per cent of the labour force, compared with 36,000, or 6.1 per cent, in the corresponding quarter of 1961.

In September, the 12 labour market areas in the region were classified as follows (last year's figures in brackets): in moderate surplus, 2 (5); in balance, 10 (17).

Very little unemployment existed in the Kitimat area, although the demand for workers was not overly acute.

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

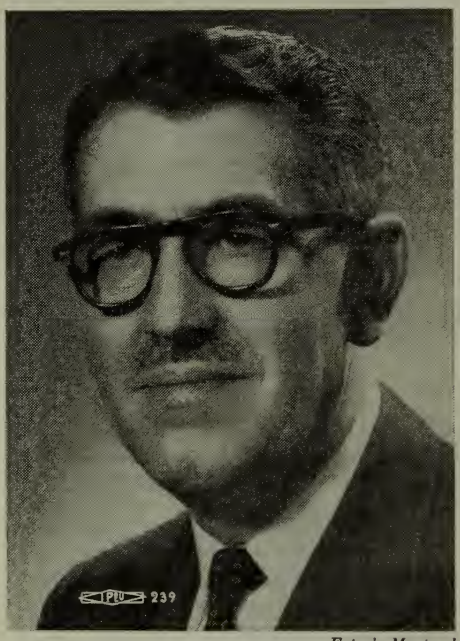
—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		St. John's Vancouver-New Westminster Windsor (Leamington)	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull →QUEBEC-LEVIS Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean	Corner Brook Cornwall Farnham-Granby Joliette Moncton New Glasgow →OSHAWA Peterborough Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivieres	Brantford Fort William-Port Authur Guelph Kingston Kitchener London →NIAGARA PENINSULA Sarnia Sudbury Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		THETFORD-MEGANTIC-ST. GEORGES ←	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw NORTH BATTLEFORD ← Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		BRIDGEWATER ← Campbellton Fredericton GALT ← Gaspe Lindsay Newcastle Prince George-Quesnel STE. AGATHE-ST. JEROME ← ST. JEAN ← Valleyfield	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Central Vancouver Island Chilliwack Cranbrook Dauphin →DAWSON CREEK Drumheller Drummondville Edmundston Goderich →GRAND FALLS Kamloops Kentville →KITIMAT Lachute-Ste. Therese Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore →RIMOUSKI St. Hyacinthe St. Stephen St. Thomas Sault Ste. Marie Simcoe Sorel Summerside Stratford Trail-Nelson Truro	→SWIFT CURRENT Weyburn
		Group 3 (Concl'd) Victoriaville Walkerton →WOODSTOCK, N.B. Woodstock-Tillsonburg Yarmouth		

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

61200-2—3

49th Annual Convention of the International Association of Personnel in Employment Security

Marcel Guay, Quebec Regional Director of Unemployment Insurance Commission, elected Association's 37th President—the seventh Canadian to hold that office



Eaton's Montreal

Marcel Guay

A Canadian was unanimously elected President of the International Association of Personnel in Employment Security at the organization's 49th annual convention. He is Marcel Guay, C.A., Regional Director of the Quebec Region for the Unemployment Insurance Commission.

The Association's 37th president, Mr. Guay is the seventh Canadian to hold the office, and the first from the province of Quebec. He served as First Vice-President last year and as Second Vice-President the year before.

Commissioner A. F. MacArthur of the Unemployment Insurance Commission brought the greetings of the Canadian Government and of the UIC to the convention, but there were no Canadians among the leading speakers at this year's convention.

Keynote Address

The theme of the convention was "Adjusting to Automation," and the keynote address was delivered by Seymour Wolfbein, Director of the United States Office of Manpower, Automation and Training, who described the head-on collision of automation with the coming of 26,000,000 new recruits to the American labour force as one of the great challenges of this decade.

"The common denominator linking together the unemployed, particularly the long-term unemployed, is their lack of skill," Mr. Wolfbein said. "We might proceed on the assumption that everyone can be trained and that everyone needs to be trained," he continued.

The school drop-out rate was 22 per cent, which would mean that of the 26,000,000 newcomers to the labour market, 7,250,000 were drop-outs, the speaker said.

Three points he made were: that everyone can be trained, that everyone needs to be trained, and that every place needs training.

Training

The best way to get training is on the job, said Louis Levine, Director of the U.S. Employment Service, another of the speakers at the convention. "The greatest resource for training of our manpower in the United States is in our employed work force. Even when we talk about a 5-per-cent unemployment rate seasonally adjusted, we must not forget that 95 per cent of the work force is employed," he said

The more unemployment is studied, Mr. Levine pointed out, the more it is discovered that there are various kinds of unemployed and various causes of unemployment. There is no single formula for dealing with all types of unemployment.

Retraining Displaced Workers

Retraining displaced workers is the basic solution to the relief of the effects of automation on employment, Walter Buckingham, Director of the Georgia Institute of Technology's School of Industrial Management, told the delegates.

There is no doubt that automation improves working conditions, increases demand for skilled workers and professionals, and decreases the demand for unskilled workers, he said. Those who suffer most from the effects of automation are those who have not completed high school and those 45 years of age and older.

It is usually impossible, the speaker said, for an unskilled worker of 47 years of age, with only Grade 6 education, and who has been doing odd jobs all his life, to be retrained to become an electronic technician; and workers of this type can be counted in the millions, he added.

Studies by the U.S. Bureau of Labor Statistics showed that as a result of automation in many industries more than 90 per cent of the workers had to develop new skills. They were not merely higher skills, but different skills.

"This is one of the things that gives me hope, because there might be a considerable number of people who are not capable of developing higher skills, but the effect of automation is not so much to require higher skills but to require a person to do several different things on about an equal level," Mr. Buckingham stated.

"Automation Not Villain"

"In the moving picture of unemployment in this country, automation is not the villain it has been pictured to be," asserted Kenneth D. Cassidy, Vice-President of Industrial Relations for the Ford Motor Co.

The "automation alarmist" argued that unemployment has been getting steadily worse since 1953; and "since unemployment has been going up while automation had been reducing the amount of labour needed, it must follow that automation is causing unemployment." But Mr. Cassidy questioned the assumption that unemployment had been rising during the past decade.

"I see nothing here to indicate a trend. What I do see is that since 1958 something has gone wrong with our economy to interfere with the rate of economic growth we should have, and that we need to keep employment up and unemployment down."

Even if it were conceded that unemployment had been going up steadily for 10 years, this would not prove that automation was the cause. "If the total amount of production and consumption were fixed, then of course rising productivity resulting from automation and other causes would reduce the number of jobs. But production and consumption are not fixed. Indeed, they go up most rapidly when productivity is also rising rapidly, thus more than compensating for the reduction in the amount of labour needed to produce a given amount of goods," Mr. Cassidy argued.

The real problem facing the nation, he asserted, was not automation but lack of sufficient economic growth. The solution was to provide more jobs, not to compensate for the effects of automation. Industry's efforts to provide those jobs through added investment had been hampered by, among other things, the "progressively tighter profit squeeze of the postwar period."

Figures produced by the "doomed-by-automation school" to show that, in coal mining, railroads, steel and various other industries, employment has been declining or remaining stationary showed only that job opportunities are shifting, not that they are being reduced, according to Mr. Cassidy. "All such figures tell us is that the economy is changing at different rates in different industries."

The relatively low number of low-skilled jobs in our economy has been going down, and the average level of skill and ability requirements has been going up for many generations, he said. "This shift has been possible because of the rising level of skills, abilities and education among the American people. It is not a problem, in itself. In fact, these changes are responsible for a large part of our economic growth."

Labour's View

John Rooney, assistant to the Secretary-Treasurer of the United Steelworkers, said that "If it is true that automation will eventually create more jobs than it destroys, it is equally undisputed that there will be a serious dislocation of people in the meantime. We of labour do not hesitate to say that we feel certain things are absolutely necessary in planning" to meet this situation.

The most caretul planning must be done by all segments of the economy, particularly government, business and labour, the speaker said. Labour considered the following things to be needed in this planning:

An ever-expanding economy and improved standard of living for an ever greater number of people, retraining of workers both before and after layoff, increased unemployment benefits for longer periods, increased supplementary unemployment benefits, earlier retirement at greater retirement pay, fewer hours of work, greater share for labour of the fruits of increased productivity, and an entirely new school system to enable graduates to compete in the labour market of the future.

Computers

Americans must become accustomed to the idea of life-long training and life-long learning in this second industrial revolution, Charles R. Bowen, Director of Educational Affairs for International Business Machines Corp., told the delegates.

The first industrial revolution, he said, was an extension of man's muscle power, and the second revolution is not industrial at all, but rather "an extension of the power of man's mind, an intellectual revolution."

Mr. Bowen thought that there was a vicious circle in which "we have a shortage of highly-trained, highly-skilled people, which will slow our economic growth rate, which aggravates and makes worse the situation at the lower and, where we have the surplus of unemployed," which includes those with the least schooling.

(Continued on page 1193)

61200-2—3½

International Great Plains Conference

Annual International Northern Great Plains Conference on Special Education and Rehabilitation told that need is for educated workers not merely trained workers. National Co-ordinator, Civilian Rehabilitation, is among the speakers

The twelfth annual meeting of the International Northern Great Plains Conference on Special Education and Rehabilitation was held at the University of Alberta in Edmonton in August. Designed to bring together workers in the fields of special education and rehabilitation from the provinces of Alberta, Saskatchewan and Manitoba and from the states of North and South Dakota, Montana and Wyoming. The conference provides an opportunity for an international exchange of knowledge and experience in the varied aspects of their work.

Keynote Address

Dr. Edgar A. Doll, Consulting Psychologist in the public schools in Bellingham, Wash., gave the keynote address, entitled "What are the Challenges." Dr. Doll stressed the importance of imagination and initiative in preparing the disabled for their future.

He stated that he had found that everyone had some area of special interest or competence that could be developed in a realistic way to be applied in some occupation. Stereotype and traditional methods must be replaced by realistic approach.

In emphasizing the need for competent teachers, he pointed out that what we need in rehabilitation and special education are educated workers in these fields rather than merely trained workers. Training in itself is only a background against which those working in this field must become educated as to the total needs of the job.

"Education for Living"

Dr. Henry R. Ziel, Professor of Education at the University of Alberta, speaking on "Education for Living", emphasized the importance of educating all individuals to a full realization of the type of world in which they will work. He suggested that there be included in the school curriculum a course in Industrial Arts, including study of sources of energy available in the world today, new materials that are at our command, new scientific developments which could be applied in so many fields and the changing society in which we must work. Against such a background all who receive this training would be better equipped to enter any type of employment with a fuller realization of the new resources at their disposal.

The place of the handicapped in society was the subject of talks by Ian Campbell, National Co-ordinator Civilian Rehabilitation, who outlined the present-day situation, and by Capt. M. C. Robinson, Regional Director, Canadian National Institute for the Blind, Vancouver, who spoke on the prospects for the future.

Mr. Campbell reviewed the progress of rehabilitation attitudes and development of programs in many countries. He referred briefly to new legislation in Canada under which services and facilities may be expanded to bring needed treatment and training to all disabled individuals.

Capt. Robinson talked of the great advances that have been made in meeting the problems faced by the disabled and cited further advances that could be made by application of modern scientific developments and techniques to bring about great widening of opportunity for all disabled persons.

Importance of Co-ordination

Dr. Allan Roeher, Provincial Co-ordinator, Civilian Rehabilitation, Saskatchewan, emphasized the importance of proper co-ordination of services, a better approach to assessment, and complete co-operation between governments, voluntary agencies and the whole field of education if we are to make maximum use of all our resources.

Thomas Moody of Edmonton, representing employers on a panel discussing the placement in employment of handicapped persons, was critical of those working in rehabilitation. He stated that those who were trying to secure suitable employment for the disabled had an excellent product to sell, but did a poor job of selling. The qualities of reliability and determination that disabled persons possess were the qualities that every employer is seeking. The rehabilitation worker was much too apologetic in approaching employers and should approach them with confidence, as placing a reliable disabled person at work was doing the employer a favour.

A number of group sessions provided opportunity for an exchange of ideas and experiences on a broad range of matters relating to the education and rehabilitation of disabled persons.

Older Workers: Training and Education

One cause of age discrimination in employment is number of persons past 40 who lack education and skills needed in many of today's jobs. But opportunities for training greater in Canada today than ever before, radio broadcast asserts

One cause of age discrimination in employment is that too many of the generation now past 40 lack the education and skills necessary for many of the jobs in modern industry, it was asserted in a broadcast last month in the Department's weekly radio program, "Canada at Work".

No employer, no matter how much he may appreciate the qualities of maturity offered by middle-aged and older workers, can afford to hire a person who lacks the education or training required for the job.

It is, therefore, imperative that workers of all ages strive constantly to broaden their knowledge, education and skills, the speaker said. Learning should not stop when we leave school but should be a continuous process throughout life.

Opportunities for training and improving educational qualifications in Canada today are greater than ever before. In most urban areas night classes are conducted in high schools, vocational and technical schools and in many universities. These courses cover a variety of subjects. Correspondence courses are available. The federal-provincial vocational and technical training program provides courses of training for many occupations and most of the courses have no age limits for entry.

In the field of apprenticeship—once considered the exclusive area of youth—most provinces have removed upper age limits from entry to apprenticeship in many skilled trades. Many employers are taking positive steps to encourage their employees to take training to improve their qualifications so that they may be upgraded to more secure jobs.

Our modern culture has given rise to some incorrect assumptions about learning ability. We tend to associate learning with schools, universities and with *youth*. The modern world is inclined to divide people into specific age groups as childhood, youth, adulthood, middle age and old age, and learning is generally associated with childhood and youth. This attitude does not take into account individual ambitions, needs and abilities, nor the fact that human beings are fundamentally the same regardless of age. Human hopes, individual preferences, likes and dislikes, desires and needs, together with the rights of citizenship, do not disappear with advancing years. Nor does ability to learn if there is a thirst for knowledge.

It is important for the mature worker who is unemployed or might at any time face unemployment to strive to improve his education and skills. By so doing he increases his chances of re-employment.

It is important, too, for the young worker to do the same. He may be proud today of his skill and ability at some particular trade or vocation. Fifteen or twenty years from now, when he becomes an older worker, his present occupation may have been rendered obsolete by the advances of technology. He should be preparing himself all through those years for other work if and when it becomes necessary.

Research into methods of training is going on in many parts of the world. Older persons have, in many cases, successfully completed courses that were basically designed for young people. Research has indicated, however, that traditional methods of instruction are not always suitable for older persons. For example, courses which entail a great deal of memory work can be difficult for people in their forties and fifties who are not accustomed to memorizing.

An experiment in the United Kingdom indicated the advantages of eliminating unnecessary memorizing. Twelve housewives between the ages of 30 and 50 were divided into two groups of six. One group was given training in invisible mending by the traditional exposure method: sitting beside an experienced mender and being taught each weave. Training under this system normally took from six months to two years.

The second group was given practice on a specially woven large-scale weave and were told to copy it on a frame using thick elastic instead of thread. They were enabled to see the detail of the weaves and to learn without serious mistakes. Using industrial magnifiers, they gradually transferred to smaller weaves. In a matter of hours this group was able to mend at a rate which younger people, trained by the traditional method, took weeks to attain. In this method the need for memorizing was reduced to a minimum.

CBC Conference: The Real World of Woman

Conference deals with four inter-related areas of women's life: education, work, family life, community participation. Because it typifies the changing world of women, increasing employment of women outside home was focus of discussion

"Women are not only an essential but also a distinctive part of manpower resources in an industrialized society—distinctive because the structure and substance of the lives of most women are fundamentally determined by their functions as wives, mothers, and homemakers." This statement was made by Dr. Henry David, President, New School for Social Research, New York, in his evaluation of the Canadian Broadcasting Corporation Conference, "The Real World of Woman," held at the University of Toronto, September 6-9.

The Conference had dealt with four interrelated areas of women's life: education, family life, work, and community participation. Discusssion centred on the increasing employment of women outside the home, because this typifies the changing world of women.

The personnel of the Conference included representatives of women's organizations, professional associations, industry, government, church groups and the general public. The program was carried out through a combination of television and radio with audience participation in plenary sessions and discussion groups.

Growth and change in technology, the extension of urbanization, new patterns of marriage and child-bearing, and the erosion of traditional attitudes and values—all these have contributed to an unprecedented freedom of choice for women. The purpose of the Conference was to confront the resulting confusion, define trends and look for answers to some of the emerging problems.

Dr. Mirra Komarovsky, Chairman, Department of Sociology, Barnard College, Columbia University, in the opening session, analysed the causes and effects of changes in the lives of women in today's society. A certain equilibrium in the roles of the sexes had been disturbed, she said, with the result that society had become a mass of contradictory values and institutions. "Men as well as women are victims of this confusion, for there is no women's problem which is not also a problem for men."

The problems persist because "in the face of change we often cling all the more desperately to familiar definitions in the vain hope of forcing recalcitrant conditions to turn back. Woman's life could be enormously enhanced by a shift in public attitudes and imaginative social inventions."

In four workshops, each centred about a particular phase of woman's life, panels of speakers carried the subject further and smaller discussion groups gave opportunity for expression of individual opinions. No aspect of Canadian society and no institution was immune from scrutiny.

The need for more adequate provision for adult education was stressed. For instance, educational institutions should allow of more flexible opportunities for women to broaden their horizons through continuous learning. Some universities in the United States have been experimenting with retraining institutes, refresher courses and counselling for middle-aged women to help them into some serious pursuit, either paid or voluntary, but Canada has scarcely begun to turn to this subject.

The advantages of part-time jobs to assist women to combine more effectively their home and job responsibilities were underlined. Although such jobs may not be feasible in every occupation, the possibilities for economically sound and socially advantageous use of part-time workers have yet to be explored.

Better means of day care for the children of working mothers were also believed to be necessary. Without the assurance that their children are safe, mothers can not concentrate on their jobs. Careful surveys should be made of the needs in individual communities. Good standards of care should be established by law and better facilities set up for training people for work in day care centres.

Attention was directed also to the situation of the mother who stays at home: her round-the-clock responsibility for young children, the loneliness of a house without other adults, the isolation of suburbia, her anxiety in relation to her responsibilities as a mother, and the sense of being tied down.

Services such as nursery schools might be helpful for both mothers and children but, it was pointed out, changes in attitudes were also necessary. The mother's need for time of her own apart from her children needed to be recognized.

Equally important was a firmer social expectation that as children grow older and demand less of her time, the mother would turn to some worthwhile pursuit, voluntary or paid. Even more fundamental was the need for public acceptance of marriages in which both husband's and wife's share of economic and domestic activities are more evenly balanced.

The modern woman's freedom of choice was one of the attributes of a free society. Each in her own way had to work out her own life. The great need now was to widen the range of accepted social patterns to suit the great variety of personalities and circumstances.

The Conference may well have raised more questions than it answered. The full impact of the discussions, Dr. David predicted in his evaluation, will be more evident two years from now. Meanwhile, as one delegate said, "the experience was a good corrective for opinionated thinking."

The Proceedings of the Conference may be obtained from the Canadian Association of Adult Education, 113 St. George Street, Toronto 5, Ont., at $1.00 a copy.

Women in the Canadian Labour Force

The number of women in the Canadian labour force has increased markedly in the post-war period. In the three years immediately after the war, the number of women in the labour force declined slightly, but thereafter the female labour force began to grow at an increasing rate, particularly from 1953.

The average annual rate of increase in the labour force between 1953 and 1961 was 4.8 per cent for women compared with 1.6 per cent for men. In a total labour force averaging 6,518,000 in 1961, there were 1,736,000 women, and of these 821,000 were married.

Changes in the female labour force in the 15-year period, 1946-61, were reported by the Dominion Bureau of Statistics in the *Labour Force Survey* for August.

The increase in the female work force during this period consisted largely of women who either re-entered or remained in the labour force after marriage. Only 12.1 per cent of all married women were in the labour force in 1953; by 1961 their participation rate had reached 20.8 per cent.

By contrast, the rate for single women declined from 53.4 per cent to 51.4 per cent during the same period, and there are now more married than single women in the labour force. In 1961 the proportions were: 47.3 per cent married, 42.5 per cent single and 10.2 per cent "other," which includes women who were widowed, divorced or legally separated.

The growing participation of married women in the labour market has made a significant alteration in the age distribution of the female labour force. In 1946, women aged 25-64 constituted just over one half of the female labour force. By 1961, women in this age group constituted almost two-thirds.

These trends are also reflected in the participation rates of different age groups (i.e., the number of women in the labour force as a percentage of all women in the same age group).

Since 1946 the labour force participation rate for women 45-64 years of age almost doubled, and the rate for the group 25-44 years of age increased substantially, from 23.2 per cent to 29.1 per cent.

For the 20-24 age group, the participation rate dropped sharply from 48 per cent at the beginning of the period but then partially recovered, levelling off at about 47 per cent until 1959. In the last two years the rate has been rising and is now slightly higher than in 1946.

The rate for those 14-19 years of age, on the other hand, did not recover after an initial sharp decline but followed an irregular downward course. This reduction in labour force activity by young women reflects the greater stress that is being placed on the importance of education. In 1953 the proportion of young women 14-19 years of age going to school was 40.2 per cent, but in 1961 it was 47.1 per cent.

Labour force attachment of women 65 years of age and over has been small and their rate of participation has fluctuated narrowly around 5 per cent.

A certain amount of seasonality is attached to female labour force activity. There is, for example, an influx of students into the labour market during July and August each year. In 1961, the number of young women 14-19 years of age in the labour force increased by 58,000 between June and July. Conversely, a substantial number of women, among them mothers of children of school age, withdraw from the labour market at this time and re-enter in September. In 1961, women 25 years of age and older in the labour force numbered 1,178,000 in June, 1,126,000 in August and 1,173,000 in September.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining, Third Quarter, 1962

In the summer months of 1962 collective bargaining activity in Canada was extensive in the railway and trucking industries, the brewing industry, pulp and paper, logging and sawmilling, and the telephone industry. Important new agreements covering large numbers of employees were reached in these contract negotiations. Major settlements were also concluded during the summer in aircraft manufacturing, electric power, and other industries.

In the trucking industry in Quebec and Ontario, two major strikes came to an end during July with the signing of new master agreements between the **Teamsters** and companies represented by the **Motor Transport Industrial Relations Bureau**. These agreements were signed for a longer term than any other major contracts negotiated in 1962.

On July 6 eight trucking firms operating out of Montreal signed a master agreement of four years duration with the Teamsters after a 12-week work stoppage. Three other companies that had participated in these negotiations had signed agreements with the union separately. The master agreement provides for hourly wage increases totalling 26 cents for employees based in Montreal and of 30 cents for employees working in the branch depots. Improved vacation provisions, higher company contributions to life, medical and surgical insurance and weekly indemnity plans as well as a uniform normal work week of 50 hours for the eight companies are other terms of the settlement.

In Ontario, the Teamsters reached a settlement covering approximately 8,000 dockmen, checkers and drivers and 1,000 mechanics. Sixty-six firms were initially engaged in the negotiations, but a few of these concluded separate agreements in June so that 53 companies participated in the general settlement. For the dockmen, checkers and drivers, a four-year agreement providing for wage increases of 19 to 22 cents an hour was signed, and a 44-month contract was concluded giving a total wage increase of 24 cents an hour to skilled mechanics.

The settlement in Ontario also provided for company contributions of $12 a month per employee for health and welfare insurance; in addition, the companies and employees will each make monthly contributions toward a pension plan of $3 in 1962, $4 in 1963 and $5 in 1964 for each employee covered by the agreements.

Job security for employees affected by piggyback service or contracting out to owner-operators was an important issue during the trucking industry negotiations. It was agreed in the settlement negotiated in Montreal that highway drivers would be "protected" from loss of trips occasioned by the use of piggyback. Under the agreement covering Ontario drivers, the companies shall meet with the union with a view to reallocating employees before subcontracting loads by piggyback or owner-operator (broker) operations; moreover, no employee with three or more years of seniority shall lose a job through the introduction of piggyback or broker operations.

Toward the end of August, the 15 unions representing more than 100,000 non-operating employees of the **CNR, CPR** and five other railways reached a new agreement with the companies after nine months of negotiations. Embodied in the settlement were the unanimous recommendations of a conciliation board under the chairmanship of Mr. Justice F. Craig Munroe of the Supreme Court of British Columbia (see page 1181).

The board had recommended a two-year agreement with four wage increases totalling 8 cents an hour and the creation of a fund at a cost of 1 cent per employee-hour worked for the purpose of establishing a plan to provide for severance pay, supplementary unemployment benefits and the retraining and reallocation of workers who would be affected by changes in methods and operations. In the matter of job security, the unions' original demand was for a formula designed to limit any reduction in the number of employees with five or more years' seniority to 1 per cent annually.

On August 30, the recommendations of the conciliation board members appointed

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

to assist in the negotiations between the **Brotherhood of Railroad Trainmen** and the **CPR** were released (see page 1152).

The chairman of the board, Judge John B. Robinson, recommended that the parties continue negotiations; he stated that it was almost impossible for the parties to ignore an earlier 31-month agreement between the Trainmen and CNR which had granted a total wage increase of 8 per cent, and that he could not be expected to depart from the recommendation of a three-year contract raising wages by 6½ per cent he had made in the course of conciliation between the union and the CNR.

The company nominee, Mr. R. V. Hicks, Q.C., recommended a three-year agreement with a total wage increase not exceeding the 6½ per cent granted in other railway settlements during the year.

Senator A. W. Roebuck, Q.C., the union nominee, proposed a wage increase of 8 per cent over 31 months, which the Trainmen had requested as their irreducible minimum.

Members of the Trainmen voted late in September to go on strike and subsequently set October 29 as the strike deadline if a satisfactory settlement was not reached.

Collective bargaining in the Canadian automobile industry was completed in July when the **United Auto Workers**, after having negotiated three-year contracts with General Motors, Ford Motor Company, Studebaker-Packard and Chrysler Corporation in previous months, signed a three-year agreement covering 750 employees of **American Motors**.

The settlement provided for three annual wage increases of 6 cents an hour during the life of the contract, with 2 cents of the initial increase being applied to the cost of welfare plans. Other features of the American Motors settlement include higher group life insurance and weekly indemnities and the adoption of an S.U.B. plan. The company also agreed to assume the full cost of employees' medical and hospital insurance, which had hitherto been contributory plans, and to negotiate a pension plan in the third year of the contract.

Also negotiated by the United Auto Workers was a three-year agreement with **DeHavilland Aircraft**. This settlement resulted in base rate increases amounting to 18 cents an hour over the period of the agreement as well as increases in sickness and accident benefits and pensions. It was agreed in the settlement that an S.U.B. plan would be established and include such features as the short work week benefit and separation pay that are characteristic of plans in other UAW agreements.

A union security provision in the new DeHavilland Aircraft agreement and the company's acquisition of the **Avro** and **Canadian Applied Research** Divisions of Hawker-Siddeley (Canada) in July gave rise to a dispute over bargaining rights. The majority of plant and office workers of A. V. Roe were covered by contracts with the **Machinists** but, because of a union shop provision at DeHavilland, were required to join the United Auto Workers after the merger as a condition of continued employment.

The Machinists and a smaller union, the **Canadian Union of Operating Engineers**, applied to the Ontario Labour Relations Board to retain their bargaining rights. The matter was referred to the Supreme Court of Ontario, which issued an injunction temporarily suspending application of the compulsory membership provision in the UAW agreement to the former Avro employees.

In August the **Brewery Workers** and the brewing and distributing companies in Ontario signed three-year agreements that give hourly wage increases amounting to 22 cents to approximately 3,000 employees. The firms party to the settlement are **Canadian Breweries, Carling Breweries, Dow Brewery, Molson's Brewery, O'Keefe Brewing Company, Brewers Warehousing Company**, and **Canadian Breweries Transport**. The settlement with the Brewery Workers also extended to the employees of **John Labatt** in Toronto and the company's plant in London signed a similar agreement with the **National Brewery Workers**, a CLC-chartered local.

In addition to wage increases, the settlement in the brewing industry provided for a guaranteed weekly wage of $45 in 1962, $46 in 1963 and of $47 in 1964 for single employees ($55, $56 and $57 for married workers) payable for 10 to 52 weeks, depending on length of service, a higher sickness and accident indemnity, and fully-paid hospital and medical insurance for employees and future pensioners.

During the summer, the Brewery Workers continued negotiations with **Dow Brewery** in Montreal and Quebec and with breweries in Winnipeg.

In Ontario's electric power industry, arbitration proceedings followed the prospect of a province-wide strike after the **Public Service Employees** rejected the recommendations contained in the majority report of a conciliation board (L.G., March, p. 315). The work stoppage was averted by special legislation prohibiting strike action and calling for compulsory arbitration of the dispute.

At the end of July, the award of H. Carl Goldenberg, arbitrator between the union and the **Ontario Hydro Electric Power Commission,** was released. The award was a three-year contract embodying wage increases totalling 7½ per cent for hourly-rated workers, 6½ per cent for salaried personnel and extension of the existing escalator formula for hourly-rated workers to salaried employees as well.

In the pulp and paper industry, ten settlements applying to more than 15,000 employees in eastern Canada were concluded during the third quarter; nine of these settlements were for a term of one year, and one agreement was for a two-year term.

One-year agreements incorporating a wage increase of 5 cents an hour were signed by the **Paper Makers** and the **Pulp and Paper Mill Workers** and several companies in Nova Scotia and Quebec—**St. Lawrence Corporation, Anglo-Canadian Pulp and Paper, James MacLaren Company** and **Bowaters Mersey Paper,** which had carried on joint negotiations, as well as **E. B. Eddy** and **Quebec North Shore Paper.** The **Pulp and Paper Workers' Federation** (CNTU) also signed a contract providing for a general wage increase of 5 cents an hour for **Price Brothers** employees.

In Ontario, **Howard Smith Paper Mills** agreed to increase wages by 5 to 8 cents an hour in a one-year agreement with the Paper Makers and the Pulp and Paper Mill Workers and to grant additional wage adjustments upon the introduction of seven-day operations.

Other one-year agreements negotiated by the Paper Makers and the Pulp and Paper Mill Workers were with **K.V.P. Company** in Ontario and **Rolland Paper** in Quebec; in these contracts, provision was made for a general wage increase of 4 cents an hour with female employees of Rolland Paper receiving 3 cents an hour.

In New Brunswick, **Bathurst Power and Paper** agreed to increase wages by 2 cents an hour, and a settlement between the Pulp and Paper Mill Workers and **Fraser Companies** embodied a wage increase of 8 cents an hour.

The only major two-year agreement reached in the pulp and paper industry during the summer months was a contract signed by **Anglo-Newfoundland Development Company,** which undertook to raise the wages of 1,730 plant workers in Grand Falls by 7 cents an hour.

The settlements concluded in the pulp and paper industry had several features in common: three of the settlements increased evening and night shift premiums to 6 cents and 11 cents respectively, and six others raised shift premiums to 7 cents and 10 cents; furthermore, employees with 20, 23 or 24 years of service became entitled to four weeks vacation under five of the settlements. Higher company contributions to welfare plans and improvements in sick leave provisions were also included in the agreements.

Collective bargaining was also extensive in the logging and sawmill industry during the period. In British Columbia, the **Woodworkers** concluded two settlements covering 4,000 employees of companies represented by the **Northern Interior Lumbermen's Association** and the **Interior Forest Labour Relations Association.** The new agreements give wage increases amounting to 10 cents an hour, raising the labourer's hourly rate to $1.89.

In Quebec and Ontario, 13 major agreements applying to 13,500 loggers were under negotiation. The principal unions involved were the **Carpenters (Lumber and Sawmill Workers)** in Ontario and the **Pulp and Paper Workers' Federation** (CNTU) and the **Bush Workers'** section of the **Farmer's Union** in Quebec.

In the telephone industry, negotiations were in progress in September between various unions and **Bell Telephone** in Quebec and Ontario, **Alberta Government Telephones, Saskatchewan Government Telephones** and **New Brunswick Telephone.**

Earlier, negotiations were completed in British Columbia, where the **B.C. Telephone Workers** signed a two-year agreement with **B.C. Telephone** that increases the wages of plant and clerical workers by 3 per cent and those of traffic employees by 1½ per cent; about 5,000 employees are covered by this settlement. Under this contract, the weekly hours of work for traffic personnel are reduced from 37½ to 35 but plant and clerical workers continue working 40 and 37½ hours a week.

In Canada's mining industry, three major settlements covering 2,500 workers in Quebec and Ontario were concluded during the quarter. The **Mining Employees' Federation** (CNTU) signed a three-year agreement raising wages of **Lake Asbestos of Quebec** employees by 9 per cent, and the **Steelworkers** negotiated a new agreement with **Noranda Mines** providing for a total wage increase of 5 per cent over a three-year period. Prior to the settlement, Noranda Mines had granted another wage increase of 2½ per cent.

The Steelworkers also negotiated a one-year agreement with **Steep Rock Iron Mines** that grants no wage increase but provides for higher shift premiums, life insurance and weekly indemnities.

By the end of September, negotiations were going forward between the Steelworkers and **Iron Ore Company of Canada, Normetal Mining** and **Quemont Mining**.

Late in July, the **Steelworkers** withdrew their application to succeed the **Mine, Mill and Smelter Workers** as bargaining agent at **Falconbridge Nickel Mines**. They acknowledge that some of the membership cards submitted to the Ontario Labour Relations Board were not genuine and explained that the union's application had been made in good faith after many cards, signed under difficult conditions, had been received from a large number of individuals.

By the end of September, the Ontario Labour Relations Board had not decided which union should represent employees of the **International Nickel Company** at Sudbury. After the Board concluded its hearings during the summer, the Mine, Mill and Smelter Workers asked the Supreme Court of Ontario to have the Board reopen proceedings, but this request was denied.

In another contest for bargaining rights, the Ontario Labour Relations Board certified the **United Textile Workers** as bargaining representative for 600 employees of the **Wabasso Cotton Company** at Welland after hearing allegations by the **Canadian Textile Council** of irregularities in a representation vote (L.G., July, p. 803). The Canadian Textile Council had represented the employees for ten years and retained its bargaining rights in a representation election in 1959 when the United Textile Workers applied for certification. Negotiations were opened between the new union and the company in September.

By the end of September, major strikes that had begun in August were still in progress at **Shawinigan Chemicals, Quebec Iron and Titanium** and at the Montreal and Hamilton plants of **Dominion Glass**.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

Company and Location	Union
American Can, Hamilton, Simcoe, Ont., & Montreal, Que.	CLC-chartered local
Assn. des Marchands Detaillants, Quebec & district, Que.	CNTU-chartered local (garage empl.)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canadian Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Lithographers Assn., Eastern Canada	Lithographers (Ind.)
Continental Can, St. Laurent, Que.	CLC-chartered local
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
East. Can. Stevedoring & 2 others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Nfld. Employers' Assn., St. Johns, Nfld.	Longshoremen's Protective Union (Ind.)
Northwestern Utilities & Cdn. West. Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)

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Company and Location	Union
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Sask. Provincial Hospitals, Weyburn, Moose Jaw & North Battleford, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Thompson Products, St. Catharaines, Ont.	Empl. Assn. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During September

Bargaining

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communication salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.) (traffic)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. National Nfld. Steamship Service (CNR)	Railway, Transport & General Wkrs. (CLC)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dom. Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
New Brunswick Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Northern Electric (western region), Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Sask. Government	Sask. Civil Service (Ind.) (classified services)
Sask. Govt. Telephone	Communications Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)

Conciliation Officer

Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)

Conciliation Board

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.	Teamsters (Ind.)

Post-Conciliation Bargaining

CPR, system-wide	Trainmen (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During September 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ACME, BORDEN'S & OTHER DAIRIES, TORONTO, ONT.—TEAMSTERS (IND.): 21-mo. agreement covering 1,700 empl.—wage increases of $2 a wk. eff. April 1, 1962, $2 a wk. eff. July 1, 1962 and $4 a wk. eff. April 1, 1963; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.).

BUILDING MATERIAL SUPPLIERS, VANCOUVER & FRASER VALLEY, B.C.—TEAMSTERS (IND.): 3-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1962, 7¢ an hr. eff. Jan. 1, 1963 and 7¢ an hr. eff. Jan. 1, 1964; 3 wks. vacation after 7 yrs. of service eff.

1962 (formerly after 8 yrs.); 3 wks. vacation after 6 yrs. of service eff. 1963 and 3 wks. vacation after 5 yrs. of service eff. 1964; sickness indemnity increased to $50 a wk. payable up to 13 wks. from fourth day of illness (formerly $40 a wk. from eighth day of illness); life insurance increased to $4,000 (formerly $2,000); labourer's rate after Jan. 1, 1964 will be $2.46 an hr.

CAN. IRON FOUNDRIES, THREE RIVERS, QUE.—MOULDERS (AFL-CIO/CLC): 3-yr. agreement covering 540 empl.—general wage increases of 7¢ an hr. eff. May 1, 1962, 5¢ an hr. eff. May 1, 1963 and 3¢ an hr. eff. May 1, 1964; night shift premium to be 7% of hourly rate (formerly 10¢); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.).

CLOTHING MFRS. ASSN., FARNHAM, QUEBEC & VICTORIAVILLE, QUE.—CLOTHING WKRS. FEDERATION (CNTU): 1-yr. agreement from July 1, 1961 to June 30, 1962 covering 1,200 empl.—increases in minimum wages of 12¢ an hr. eff. July 1, 1961 and of 3¢ to 6¢ an hr. eff. Dec. 11, 1961.

EDMONTON CITY, ALTA.—PUBLIC EMPL. (CLC) (CLERICAL EMPL.): 2-yr. agreement covering 1,410 empl.—salary increases of 2½% in 1962 and 3% in 1963.

GARMENT MFRS. ASSN., WINNIPEG, MAN.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,800 empl.—wage increases of 2% eff. June 1, 1962 and 3% eff. Dec. 15, 1962; pension feature added to welfare plan; employees' contribution to plan discontinued; employers' contribution increased from 1% to 2% of gross pay; monthly pension to be $30.

K.V.P. COMPANY, ESPANOLA, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 730 empl.—general wage increase of 4¢ an hr.; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; 4 wks. vacation after 23 yrs. of service (previous maximum was 3 wks. vacation after 10 yrs.); labourer's rate $2 an hr.

NORANDA MINES, NORANDA, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—wage increases of 2½% eff. April 5, 1963 and April 5, 1964; prior to settlement, company increased wages by 2½% on April 5, 1962; St. Jean Baptiste Day to be a paid holiday, making a total of 7 paid holidays; labourer's rate after April 5, 1964 will be $1.74 an hr.

OKANAGAN SHIPPERS' ASSN., OKANAGAN VALLEY, B.C.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 4,000 empl.—wage increases of 5% for male empl., 3% for female empl. and of 2% in piecework rates; male packer's rate $1.48 an hr. and female packer's rate $1 an hr.

PHILLIPS ELECTRICAL, BROCKVILLE, ONT.—I.U.E. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—settlement pay of $80; immediate wage increase of 5¢ an hr. plus additional wage increases of 4¢ an hr. eff. Dec. 23, 1962 and 5¢ an hr. eff. Dec. 23, 1963; eff. 1964, 3 wks. vacation after 13 yrs. of service (at present 3 wks. after 15 yrs.); labourer's rate after Dec. 23, 1963 will be from $1.68 to $1.79 an hr.

PRICE BROS., KENOGAMI & RIVERBEND, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 1,600 empl.—general wage increase of 5¢ an hr. eff. May 1, 1962; classification adjustment of 1¢ an hr. for some classes of tradesmen and of 5¢ an hr. for tradesmen's helpers; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively eff. May 1, 1962; eff. Sept. 1, 1962, company contributions to hospital, medical, surgical and life insurance and weekly indemnity plan to be increased to $4.75 a mo. for married empl. (formerly $3.75) and to $4.25 a mo. for single empl. (formerly $3.75); labourer's rate $2.03 an hr.

ROLLAND PAPER, MONT ROLLAND & ST. JEROME, QUE.—PAPER MAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—general wage increases of 4¢ an hr. for male empl. and of 3¢ an hr. for female empl. eff. May 1, 1962; adjustments of 1¢ to 6¢ in mechanical trade classifications; evening and night shift premiums increased to 6¢ and 11¢ (formerly 5¢ and 10¢) respectively; 4 wks. vacation after 24 yrs. of service (formerly after 25 yrs.); company contribution to group life, accidental death and dismemberment, hospital insurance and weekly indemnity plan increased by 50¢ a mo. for married empl.; labourer's rate $1.89 an hr.

SASK. POWER CORP.—OIL WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 2,500 empl.—wage increases of 3% eff. June 1, 1962, 3% eff. June 1, 1963 and 3% eff. June 1, 1964 for non-office classifications; salary increases of 3% eff. June 1, 1962, 2½% eff. June 1, 1963 and 2½% eff. June 1, 1964 for office classifications; eff. June 1, 1963, weekly hrs. of work for office empl. reduced from 37½ to 36¼; non-office empl. continue to work 40 hrs. a wk; new supplementary contributory sick leave plan providing for 75% of salary for long-term illness up to 3 yrs.; labourer's rate after June 1, 1964 will be $1.62 an hr.

TORONTO METRO. MUNICIPALITY, ONT.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 1,900 empl.—salary increases of 3½% eff. April 1, 1962 and 3% eff. April 1, 1963 for clerical and administrative empl.; wage increases of 2% eff. April 1, 1962 and 2% eff. April 1, 1963 for hospital staff.

INTERNATIONAL LABOUR ORGANIZATION

First Course Opened September 17 at ILO's International Institute for Labour Studies

The first study course to be offered by the International Institute for Labour Studies, established by the International Labour Organization, opened September 17 with 30 participants from 29 countries.

The course will last 12 weeks and will have as its central theme "The Labour Force and Its Employment." Sixty-one lecturers are scheduled to speak on a wide variety of social and labour questions. The number includes 33 ILO and Institute officials and 28 guest lecturers from 14 countries.

David A. Morse, ILO Director-General, in a message of welcome noted that all the participants in the course already held responsible positions at home, either in government or with management or with trade unions, and said:

"Whatever your specific task, you have a responsibility in the formulation and implementation of labour policy. In this era of increasingly rapid change, your first task must be to try to understand the processes of change, to understand the problems that they raise and the various means of solving them. It is in this task that the Institute will endeavour to help you."

The 30 participants in the first course came from nine countries in Africa, four countries in Latin America, eight countries in Asia, four countries in Europe, and four countries in the Near and Middle East.

The first course will be conducted in English and French.

The Program

The study of the central theme chosen for the first course will be preceded by a short period of introduction, and the first week will be devoted to the study of characteristics of economic development. Two weeks will then be taken up with the examination of a group of very varied labour problems, including: wages and status of wage earners; organization of workers and the functioning of their organizations; relations between employers and workers and workers' participation in management and social institutions of the undertaking; social security and welfare; special labour problems related to rural areas; labour problems of economic growth and development planning.

The last nine weeks of the course will be devoted to the study of the central theme.

The analysis of this subject will cover the distribution of the labour force and its mobility; methods of manpower assessment, including the forecasting of manpower resources and requirements; the employment objectives of economic development; manpower planning; and the institutions for the organization of employment, such as vocational guidance, vocational training and employment service organizations. It will also cover international standards and the work of the ILO in these fields.

The International Institute for Labour Studies, established by the Governing Body of the International Labour Office in March 1960, is financed by an Endowment Fund dependent on contributions, gifts, legacies and grants.

Endowment Fund Contributions

Up to the middle of last month, 36 countries have made or promised contributions to the Institute's Endowment Fund. Various donations have also been made by employers' and workers' organizations and by private institutions and persons.

Contributions and pledges amount to approximately $3,074,000. Recent contributions include:

—from the Government of Cameroun, $3,998;

—from the Government of Gabon, approximately $2,000;

—from the Government of the Federation of Malaya, $5,000;

—from the Government of Viet Nam, $2,000; and

—from the Government of Libya, $14,000.

The Government of Portugal has stated that it will give full support to the Institute and contribute financially to its upkeep.

A British steel firm, Richard Thomas and Baldwins Limited, has offered an annual grant of $1,680 for five years to finance scholarships for courses at the Institute.

Trade Union Situation in the Federation of Malaya

It is clear that Malaya possesses an active trade union movement that is fast acquiring experience, and one that has an important part to play in the future industrial and economic life of the country.

This is the conclusion of a report published last month by the International Labour Office: *Trade Union Situation in the Federation of Malaya**. The report is the work of a four-man ILO mission which last autumn made an on-the-spot study of trade union freedom there.

This study on Malaya is the fifth of a series begun in 1959. Previous surveys were carried out in the United States, the Soviet Union, the United Kingdom and Sweden.

The report of the mission indicates that the trade union movement in Malaya is of very recent origin and almost entirely a development of the postwar period. At the end of September 1961, the total membership of trade unions was 201,254. The ILO mission considers that "this total must be regarded as a remarkable achievement." The potential adult working population of Malaya, including peasant farmers, is approximately one million. This means that one out of every five adults is in a union.

Rubber plantations and tin mines employ between them 77 per cent of all workers in industry, and workers in these two industries, together with employees in public services, account for nearly 90 per cent of the trade union members.

In drawing attention to the fact that membership is distributed among 250 different unions, the report notes that "the existence of such a large number of fragmented unions remains one of the principal characteristics of the Malayan trade union movement" and also constitutes its chief weakness.

There is only one central body for the Malayan trade union movement, the Malayan Trades Union Congress, to which 69 trade unions representing the bulk of the membership are affiliated. The Congress is "not, however, a closely-knit organization and has no executive powers, but acts as an advisory and co-ordinating national trade union centre. It is not, and cannot be, registered as a trade union since it embraces trade union members in a number of trades and industries, and for this reason it does not bargain or negotiate on behalf of any group of workers."

Trade Union Legislation

Freedom of movement, speech, assembly and freedom of association are guaranteed by the Constitution of Malaya. The exercise of these rights may, however, be subject to certain restrictions when it is a question of protecting national security and public order. The report comments that the restrictions in force, even though they are not "aimed in any way at limiting trade union activities as such," nevertheless have "a psychological impact among trade unionists, particularly those of Chinese origin."

Any trade union must be registered in order to be able to function legally. The Registrar may suggest alterations to the rules of a union to bring them into line with legal requirements and may refuse registration if he finds that these rules conflict with any of the provisions of the Trades Union Ordinance. He may also refuse registration if he is of opinion that the union is likely to be used for unlawful purposes or for purposes inconsistent with its objects.

According to the report, "it was explained to the mission by the government officials concerned that this legislation was designed to encourage the growth of sound and responsible trade unions and to prevent them from falling again into the wrong hands."

In the course of discussions with members of the mission "trade unionists up to the highest level expressed the view that the time had come to do away with the restrictions . . . They also believed that the Government was obsessed with the idea that subversive elements and communists or pro-communists might take control of the Malayan trade union movement. They did not believe that this danger any longer existed.

* International Labour Office: *The Trade Union Situation in the Federation of Malaya.* Report of an I.L.O. Mission, Geneva, 1961. Price: $1.

"On the contrary, they held that the restrictions imposed through the Trades Union Ordinance, the possibility of police intervention to provide information on the antecedents of trade union officials, and the threat of sanctions under the Internal Security Act impeded the formation of a powerful trade union movement".

Relations between Trade Unions and Employers

There are a number of employers' organizations in Malaya but no central organization that speaks for all the employers. The report states that "the ILO mission was not told of any serious opposition by the employers to trade unionism as such . . . but it would seem that most of the employers who recognize the unions have taken the view that their growth is an inevitable development which they must accept with good grace . . . There are also large numbers of employers in Malaya, particularly in small and medium-sized businesses, who have no dealings with trade unions and who would prefer this situation to continue."

On the other hand, "unions everywhere complained about opposition from employers in their efforts to organize and to secure collective agreements. This opposition, they said, took such forms as refusing to recognize a trade union, attempting to dictate what form of union would be recognized and on what terms, and victimizing employees for taking part in trade union activities. The charge of victimization was indeed one of those which the mission heard most frequently."

At the same time the mission noted that trade unions have been recognized by employers in the most important industries and in many of the principal occupations.

As regards the attitude of the Government on the question of trade union recognition, the report declares that "as an employer the Government is giving a lead to other employers in this matter."

The Government's support for trade unionism in Malaya is shown in different ways. It has adopted a policy favouring the "voluntary" system of industrial relations and "continually advocates this system." As regards "consultation of trade unions by the Government and the granting of representation to trade unions on public bodies, the desirability of action along these lines has been recognized by the Government and a certain amount of action has been taken."

In addition to its activities in the field of industrial relations proper, the Industrial Relations Department of the Government "gives the trade unions practical assistance and advice in setting up their organization and administration." A Trade Union Training Section exists in the Ministry of Labour to assist and encourage the development of the trade union movement. It works in close conjunction with the Registrar of trade unions and the Malayan Trades Union Congress. Among other activities the Trade Union Section has been responsible for the publication of trade union educational booklets.

The mission noted that "in spite of the complaints which were brought to its attention, it was not suggested that the Government of the Federation of Malaya is opposed to trade unionism. On the contrary, the Government's own statements, the general tendency of the trade union legislation, and the activities of the Ministry of Labour are all evidence of the Government's desire to encourage and protect genuine trade unions, and to foster good relations between workers and employers."

Rwanda Becomes 103rd ILO Member Country

The Republic of Rwanda, admitted to the United Nations on September 18, became at the same time a member of the International Labour Organization.

The admission to the ILO of countries who are members of the United Nations is contingent only on their acceptance of ILO conditional obligations.

The number of ILO member countries now stands at 103.

TEAMWORK in INDUSTRY

Safety outside the plant is getting active support from the Labour-Management Production Committee of Bristol Aero-Industries Ltd., Winnipeg Division. Automobile seat belts are being sold at reduced prices to the firm's 650 employees; the project is being promoted by the committee. This is but one of many items in the group's program, which includes a continuing drive for the wider in-plant use of safety shoes.

But the main benefit, according to its membership, is "the maintenance of a strong line of communication between management and the people who man the machines." Machinist Reg Thompson, committee chairman, explains the employee side: "The main objective is to promote better harmony between upstairs and downstairs. If you can't get understanding you might as well fold up."

Wally Carlson outlined management's viewpoint: "We are trying to get ideas and means not only to improve relations but to improve manufacturing techniques and effect economies in manufacturing. Management's aim is to try to make things better for everyone—all employees of Bristol are really working on the same team and all should take an active interest in the committee."

* * *

Emergency procedures to take care of all anticipated types of plant crises are being established by the Labour-Management Co-operation Committee of the waterworks division, City of Saskatoon, Sask. Procedures are being judged in relation to the type of emergencies that might be encountered, e.g., power failure, flooding, explosion and fire, storm, mechanical failure and hazardous chemicals. Labour representatives serving on the waterworks LMCC are members of the Saskatoon Civic Employees Union, Local 59, National Union of Public Employees (CLC).

* * *

"Black flies to fallout" would fairly indicate the range of topics discussed by the Hydro-Electric Power Commission's Mutual Interest Committee at Cameron Falls, Ont. On one occasion, after two addresses to the committee by Dr. D. K. Grant of Hydro's medical department, members discussed fluoridation of water, and steps to survival in case of atomic attack.

At another meeting, war was declared on black flies in the area, and members proposed a veritable arsenal of weapons with which to retaliate.

Labour representatives serving on the MIC are members of Local 1000, National Union of Public Service Employees (CLC).

* * *

Silver dollars are producing employee ideas at the Winnipeg General Hospital. Personnel Director J. B. Wallace reports that the "Silver Dollar" award plan has "caught on" with the hospital's 1,350 employees and is gaining momentum all the time.

The plan was put into effect by management on the recommendation of the hospital's Employee-Management Advisory Committee and has been running for a year now. Each month Dr. L. O. Bradley, hospital administrator, presents silver dollars to the employee submitting the best suggestion of the month for (a) improving patient care; (b) more efficient methods of carrying out hospital routine; (c) conservation of supplies and equipment; and (d) safer ways of doing a job.

Union representatives serving on the EMAC are members of the Winnipeg General Hospital Employees' Union, Local 56, National Union of Public Employees (CLC).

* * *

The eighth annual dinner meeting of the Labour-Management Production Committee of Rinshed-Mason of Canada Ltd. was held recently in Windsor, Ont., "in recognition of the excellent work the committee is doing." Union representatives serving on the eight-man LMPC are members of Local 341, Oil, Chemical and Atomic Workers of America (CLC).

* * *

When H. T. (Harry) Barker retired recently from the Dominion Road Machinery Co. Ltd., Goderich, Ont., after 50 years service, management presented him and his wife with a three-week across-Canada vacation trip. Mr. Barker was chairman of the company's labour-management committee in 1946.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions. the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued four certificates designating bargaining agents, ordered two representation votes, and rejected one application for certification. During the month the Board received eight applications for certification and allowed the withdrawal of four applications for certification.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of dock workers employed by the Packers Steamship Company Limited at Packers Wharf, Vancouver, B.C. (L.G., Sept., p. 1033).

2. Canadian Brotherhood of Railway, Transport and General Workers and the Canadian Merchant Service Guild, Inc. (Eastern Branch), joint applicants, on behalf of a unit of dock officers and marine engineers employed by Northumberland Ferries Limited aboard the S/S *Charles A. Dunning* and M/V *Lord Selkirk* in its ferry service between Wood Islands, P.E.I., and Caribou, N.S. (application received during month, see below).

3. Flat Lake and District Mine and Mill Workers' Union, Local 1031 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of open pit mine employees of the Isbell Construction Company of Canada Limited employed at Flat River, N.W.T. (application received during month, see below).

4. United Steelworkers of America, Local 5115, on behalf of a unit of warehousemen, forklift operators, and labourers, employed by the Northern Dock and Warehouse Co. Ltd., and working on its dock and in its transit sheds at Kitimat, B.C. (application received during month, see below).

Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, Transcanada Communications Limited, Regina, Sask., respondent, and Ian Johnson, William McEwen, *et al.*, interveners (CKCK-TV) (L.G., Sept., p. 1033) (Returning Officer: W. E. Sproule).

2. National Association of Broadcast Employees and Technicians, applicant, and Calgary Television Limited, Calgary, Alta., respondent (CHCT-TV) (L.G., Sept., p. 1033) (Returning Officer: D. S. Tysoe).

Application for Certification Rejected

National Harbours Board Police Association, Port of Saint John, applicant, and National Harbours Board, Saint John, N.B., respondent (L.G., Sept., p.1033). The application was rejected for the reason that the applicant had failed to submit to the Board satisfactory evidence that the employees affected were members of the organization making application.

Applications for Certification Received

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of CHEK Television Limited, Saanich, B.C. (Investigating Officer: D. S. Tysoe).

2. Canadian Brotherhood of Railway, Transport and General Workers, and Canadiant Merchant Service Guild, Inc. (Eastern Branch), joint applicants, on behalf of a unit of deck officers and marine engineers employed by Northumberland Ferries Limited aboard the S/S *Charles A. Dunning* and M/V *Lord Selkirk* in its ferry service between Wood Islands, P.E.I., and Caribou, N.S. (Investigating Officer: D. T. Cochrane) (see "Applications Granted," above).

3. Flat Lake and District Mine and Mill Workers' Union, Local 1031 of the Inter-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

national Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of open pit mine employees of the Isbell Construction Company of Canada Limited employed at Flat River, N.W.T. (Investigating Officer: G. H. Purvis) (see "Applications Granted," above).

4. United Steelworkers of America, Local 5115, on behalf of a unit of warehousemen, forklift operators, and labourers, employed by Northern Dock and Warehouse Co. Ltd., and working on its dock and in its transit sheds at Kitimat, B.C. (Investigating Officer: G. H. Purvis) (see "Applications Granted" above).

5. Adby Employees' Association, on behalf of a unit of employees of the Adby Construction & Transport Co. Ltd. and Adby Demolition Co. Ltd., Edmonton, Alta. (Investigating Officer: D. S. Tysoe) (see also "Applications Withdrawn," below).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Twin City Broadcasting Company Limited, Kitchener, Ont. (CKKW) (Investigating Officer: A. B. Whitfield).

7. International Association of Bridge, Structural and Ornamental Iron Workers Local No. 720, on behalf of a unit of employees of the Mannix Co. Ltd., Calgary, Alta. (Investigating Officer: W. E. Sproule).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of longshoremen employed by Henry A. Rodgers Ltd., Bathurst, N.B. (Investigating Officer: H. R. Pettigrove).

Applications for Certification Withdrawn

1. Communications Workers of America, applicant, and Toronto Harbour Commission, Toronto, Ont., respondent (L.G., Sept., p. 1033).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant,

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Henry A. Rodgers, Bathurst, N.B., respondent, and International Longshoremen's Association, intervener (L.G., Sept. p. 1033) (a new application was received later in the month, see above).

3. International Brotherhood of Electrical Workers, Local Union 344, applicant, British Columbia Telephone Company, respondent, and Federation of Telephone Workers of British Columbia, intervener (Toll Centre, Prince Rupert, B.C.) (L.G., Sept., p. 1033).

4. Teamsters, Chauffeurs, Warehousemen & Helpers Local Union No. 514 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Adby Construction & Transport Ltd., Edmonton, Alta., respondent (L.G., Sept., p. 1033) (see also "Applications Received," above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Albert G. Baker Limited, Clarke Steamship Company Limited, Gaspe Shipping Reg'd., Maritime Terminals Inc., and Quebec Terminals Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier).

2. Piette Transport Inc., Joliette, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

3. Algoma Central and Hudson Bay Railway, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough).

4. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendant's Association (Conciliation Officer: G. R. Currie).

5. Cape Breton Broadcasters Limited, Sydney, N.S., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

6. National Harbours Board (Port Colborne Grain Elevator) and Port Colborne Grain Elevator Workers Union, Local 1015, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae).

Conciliation Boards Appointed

1. Pacific Western Airlines Limited, Vancouver, and Canadian Air Line Pilots Association (L.G., July, p. 836).

2. Shipping Federation of British Columbia, Vancouver, and Canadian Coast Negotiating Committee of the International Longshoremen's and Warehousemen's Union (L.G., Sept., p. 1034).

3. Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 951).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in August to deal with a dispute between Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above) was fully constituted in August with the appointment of His Honour Judge R. W. Reville of Brantford, Ont., as Chairman. Judge Reville was appointed by the Minister on the joint recommendation of the other two members of the Board, Michael O'Brien and Paul Siren, both of Toronto, who were previously appointed on the nomination of the Bureau and union, respectively.

Conciliation Board Reports Received

1. British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Deeks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing) Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 836). The text of the report is reproduced below.

2. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Sept. 1961, p. 921). The text of the report is reproduced below.

3. Sydney & Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (L.G., Sept., p. 1034). The text of the report is reproduced below.

4. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba, and Sydney & Louisburg Railway Company, and the Negotiating Committee representing the Associated Non-Operating Unions (L.G., May, p. 533). The text of the report is reproduced below.

Settlements after Conciliation Board Procedure

1. Sydney & Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (see above).

2. Canadian National Railways; Canadian Pacific Railway Company; Toronto Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba, and Sydney & Louisburg Railway Company, and the Negotiating Committee representing the Associated Non-Operating Unions (see above).

Report of Board in Dispute between

British Columbia Towboat Owners' Association

and

Seafarers' International Union of North America, Canadian District

The Board of Conciliation and Investigation in this matter was appointed on the 2nd day of April, 1962, and the Chairman of the said Board was appointed on the 3rd of May, 1962.

The Board met for public hearing on the 30th of May, 1962, and adjourned until the following day, the 31st of May, 1962, at which time it heard evidence and submissions made on behalf of the parties to the dispute.

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Deeks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing), Vancouver, and Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of R. J. S. Moir, Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., Vancouver, and Joseph Whiteford, Burnaby, B.C., nominees of the association and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Ellis. The minority report was submitted by Mr. Whiteford.

The majority and minority reports are reproduced here.

The members of the Board met on numerous occasions thereafter to consider the material before it, and the time within which the Board might submit its report to the Minister was extended from time to time.

R. A. Mahoney and N. G. Cunningham appeared for the employers, and Bruce Wood and Ronald Loft appeared for the employees.

The matters on which the parties would not agree and on which they asked the Board to make recommendations were:

1. Duration of agreement.
2. Wage increases.
3. Welfare and M.S.A. benefits.
4. Statutory holidays.
5. Overtime rates.
6. Cook-deck-hand hours of work.
7. Wage differential for cooks.
8. Crews leaving and joining vessels.

After carefully considering the material before it and the argument advanced on behalf of the parties, the Board now reports and recommends as follows:

The Board recommends that the present collective agreement between the parties be the basis for a new collective agreement except where this report suggests changes.

As to the matters in dispute, the Board recommends as follows:

1. Duration of Agreement—The Board recommends that the new collective agreement be for a period of three years from the 1st of October, 1961, until the 30th of September, 1964.

2. *Wages*—The Board recommends a wage increase of three (3) per cent effective the 1st of October, 1962, and a further wage increase of three (3) per cent effective the 1st of October, 1963.

3. *Welfare and M.S.A.*—The Board recommends that the employers increase their contribution to the welfare fund by not less than $1.50 per man per month, commencing on the 1st of July, 1962.

4. *Statutory Holidays*—The Board recommends that the number of statutory holidays be increased by the addition of Remembrance Day in 1962 and the addition of Boxing Day in 1963.

5. *Overtime Rates*—The Board recommends no change in overtime pay rates.

6. *Cook-Deck-Hand Hours of Work*—The Board recommends no change in the present cook-deck-hand hours of work.

7. *Wage Differentials for Cooks*—The Board recommends no change in the present contract in this respect.

8. *Crews Leaving and Joining Vessels*—The Board recommends that the following subsection be added to the present collective agreement:

Article 11, Section 9 (h) (1)—effective October 1, 2062, Article 11, Section 9 (h) shall be deleted and the following substituted therefor:

Time of Change For Crew Leaving Vessel Between	*Wages Earned*	*Plus Leave Earned*
0001 and 0600K	one-quarter day	one-half day
0601 and 1200K	one-half day	one-half day
1201 and 1800K	three-quarter day	one day
1801 and 2359K	one day	one day

Time of Change For Crew Joining Vessel Between	*Wages Earned*	*Plus Leave Earned*
0000 and 0600K	one day	one day
0601 and 1159K	three-quarter day	one day
1200 and 1800K	one-half day	one-half day
1801 and 2359K	one-quarter day	one-half day

The intent of the above is that, if the crew changes at 1200 noon, both crews would receive a half-day's wages and a half-day's leave.

(*Sgd.*) R. J. S. Moir,
Chairman

(*Sgd.*) T. E. H. Ellis,
Member

Dated at Vancouver, British Columbia, the 13th day of August, 1962.

MINORITY REPORT

After careful consideration, I find myself unable to agree with my colleagues on the Board.

1. Duration of Agreement, and

2. *Wage Increases*—The Union asks for a 10-per-cent increase in wages for one year and I would recommend 5 per cent and 5 per cent on a two-year agreement.

3. *Welfare and M.S.A.*—The Union has asked for 30 cents a payroll day to be paid to the S.I.U. welfare plan. I would recommend that this amount be cut to 20 cents per payroll day. Further, it has been the practice in the industry to have M.S.A. on a 50/50 basis. The Companies have dropped the M.S.A. coverage, and the reason the Union requests this be continued is that the S.I.U. plan does not cover dependants at the present time.

4. *Statutory Holidays*—The Union requested two more statutory holidays to bring the total to nine statutory holidays. I recommend that they receivethe said statutory holidays in the first year of the agreement. My reasoning for this is, although there was a lot of stress put on the log-towing industry by the Companies, in their submission, I find many of the towing companies are working with the building supply industry and also the freight industry, which have been in receipt of these benefits for quite a number of years. We feel that the seamen should receive the same consideration.

5. *Overtime*—At the present time, seamen receive time and one quarter for overtime and have continuously been trying to receive at least time and one half for overtime. Again, most of the industries with whom these people are working pay time and one half and double time for overtime. This has been an established practice for some considerable time. The seamen are working in conjunction with the building material, freight and logging industries, and should enjoy the same benefits.

6. *Cook-Deck-Hand Hours of Work*—The Union has requested 12 hours in a spread between 5.00 a.m. and 8.00 p.m. Any hours worked outside of that time should be at overtime rates. It is only fair that the cook-deck-hand should at least know what his regular hours are to be.

7. *Wage Differential for Cooks*—It has been requested by the Union that, on vessels with five to seven men, a differential be paid above the cook-deck-hand rate. The Union, in its submission, did not make clear the amount, but indicated the Companies had established a differential on their own, some cooks receiving it and others not. Therefore, I would recommend that a cook on a boat with five to seven men should receive $10.00 per month over and above the established rates, and on vessels with eight or more of a crew, the cook should receive $20.00 per month above the established rates.

8. *Crews Leaving and Joining Vessels*—The Union has requested that this clause remain as presently in the old agreement, and I can see absolutely no reason for changing what has already been established.

My reason for submitting a minority report is that I feel the Union has been very conservative in its requests, in view of the settlements made by other unions and industries in this province.

All of which is respectfully submitted.

(*Sgd.*) J. WHITEFORD,
Member

Dated at Vancouver, British Columbia, the 17th day of August, 1962.

Report of Board in Dispute between

Canadian Pacific Railway Company
and
Brotherhood of Railroad Trainmen

Appearances before the Board

Appearances for the Company

A. M. Hand, Assistant Manager, Labour Relations, Montreal, Que.
J. Ramage, Labour Relations Assistant, Montreal, Que.
A. L. Dartnell, Supervisor of Research, Montreal, Que.
D. Cardi, Senior Schedule Analyst, Montreal, Que.
F. G. Firmin, Supervisor of Personnel and Labour Relations, Atlantic Region, Montreal, Que.
F. W. McCurry, Supervisor of Personnel and Labour Relations, Eastern Region, Toronto, Ont.
J. C. Anderson, Supervisor of Personnel and Labour Relations, Prairie Region, Winnipeg, Man.
J. G. Benedetti, Supervisor of Personnel and Labour Relations, Pacific Region, Vancouver, B.C.

Appearances for the Brotherhood

G. C. Gale, Vice-President, Winnipeg, Man.
W. P. Kelly, Vice-President, Ottawa, Ont.
S. McDonald, General Chairman, Prairie and Pacific Regions, Calgary, Alta.
J. I. Harris, General Chairman, Eastern and Atlantic Regions, Montreal, Que.
H. L. O'Neill, General Secretary, Eastern and Atlantic Regions, Montreal, Que.
T. A. Archbold, Vice-Chairman, Prairie and Pacific Regions, Lethbridge, Alta.
L. E. Baker, Vice-Chairman, Eastern and Atlantic Regions, Montreal, Que.
D. M. Paltiel, Economist, Montreal, Que.
J. Stoltz, Secretary to Manager, Schedule-Statistical Bureau, [Cleveland, Ohio].

Appearances at times for the Brotherhood

E. Davidson, Road Schedule Committee, Penticton, B.C.
R. Lane, Road Schedule Committee, Brandon, Man.
E. V. Gardner, Road Schedule Committee, Medicine Hat, Alta.
J. R. Carter, Yard Schedule Committee, Calgary, Alta.
C. E. Cannon, Yard Schedule Committee, Vancouver, B.C.
R. W. Hurl, Yard Schedule Committee, Brandon, Man.

Introduction to Report

This Board of Conciliation and Investigation appointed by you under the Industrial Relations and Disputes Investigation Act to deal with the dispute between the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen met with the parties in Ottawa on September 22, November 3 and 4, 1961, and in Montreal on November 24 and 25, 1961, and on January 19 and 20, February 23 and 24, and June 11, 1962.

It is a matter of sincere regret to this Board that, in spite of every effort, it was not able to carry out its primary role of bringing the parties together in a settlement of all issues in dispute, and so must make this Report.

For convenience this Report will be divided into separate parts.

Part I—General Background

The employees concerned are the conductors, brakemen, baggagemen, yard foremen, yardmen, switchtenders and car retarder operators of the Canadian Pacific Railway System, which includes the Quebec Central Railway, Dominion Atlantic Railway and the Esquimalt and Nanaimo Railway, but does not include the Brownville-Newport seniority rosters in the United States.

The number of these employees in 1960 were as follows:

	Atlantic and Eastern Regions	*Prairie and Pacific Regions*	*Total*
Conductors	540	495	1,035
Baggagemen	272	175	447
Brakemen	908	1,024	1,932
Yard Foremen	413	428	841
Yard Helpers	969	1,012	1,981
Switchtenders	61	65	126
	3,163	3,199	6,362

(Car Retarder Operators (6) included with Yard Helpers)

There are two main collective agreements concerned, one covering trainmen on the Atlantic and Eastern Regions, which comprise all Canadian Pacific territory east of Fort William, and the other agreement covering trainmen on the Prairie and Pacific Regions, which include all territory west of and including Fort William.

Both these agreements cover conductors, baggagemen, brakemen, car retarder operators, yardmen and switchtenders, and both agreements were last renewed effective June 1, 1958 to and including May 31, 1961.

In addition to these two main agreements, there are agreements covering yardmasters and assistant yardmasters, which were last renewed effective June 1, 1958 to and including May 31, 1961.

The employees represented by this Brotherhood are described by the generic term "trainmen," but fall into two main categories, those of road service employees and yard service employees.

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge J. B. Robinson of Haileybury, Ont. He was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., and the Honourable A. W. Roebuck, Q.C., both of Toronto, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Hicks. The minority report was submitted by Senator Roebuck. Mr. Hicks also submitted an addendum.

The majority and minority reports, together with the addendum, are reproduced here.

The road service employees include conductors, baggagemen and brakemen, and the yard service employees include yard foremen, yard helpers, switchtenders and car retarder operators.

Part II—Brotherhood Proposals

The Brotherhood proposals may be classified as follows:

1. System proposals—common to both Atlantic-Eastern Regions and Prairie-Pacific Regions.

2. Regional requests—relating to the Atlantic and Eastern Regions.

3. Regional requests—relating to the Prairie and Pacific Regions.

The Brotherhood system proposals may be further divided into those relating to road service, those relating to yard service and those concerning yardmasters and assistant yardmasters.

For convenience these system proposals are set out in tabular form below:

TABLE A

Brotherhood System Proposals—Road Service

1. Wages—18% increase.
2. Vacations—4th week after 20 years.
3. Statutory Holidays—add 8 to make 8.
4. Statutory Holidays—enlarge qualifications.
5. Book Rest after 8 hours instead of present 12 hours.
6. Interchangeable Rights for Road and Yard Service.
7. No Material Change in Agreement without Mutual Consent.
8. Guarantee—spare board—200 miles per month.
9. Lay Rule—payment after 12 hours instead of present 16.
10. Mileage Limitations.

TABLE B

Brotherhood System Proposals—Yard Service

1. Same as in Table A above except that, as yard service employees now have 7 statutory holidays, proposal No. 3 is to add one to make 8.
2.
3.
4. →
5.
6.
7.

8. Guarantee—same as in Table A except guarantee requested is 16 days per month.

9. Shift differential:

afternoon ..... 10¢ per hour
night shift ..... 10¢ per hour.

Note: There are no Brotherhood proposals for yard service comparable to item 9 (Lay Rule) and item 10 (Mileage Limitations) of Table A, as these two items are applicable to road service only.

TABLE C

Brotherhood System Proposals—Yardmasters and Assistant Yardmasters

1. Wages—18% increase.
2. Vacations—4th week after 25 years.
3. Statutory Holidays—add 1 to make 8.
4. Shift Differential:

afternoon shift ..... 10¢ per hour
night shift ..... 15¢ per hour.

5. No Material Change without Mutual Consent.

It will be noted from the above that the first seven proposals are common to both road and yard service, and the eighth proposal is for a guarantee that is calculated on a mileage basis for road service and on a *per diem* basis for yard service.

Also, the proposals for improvement in the lay rule and for mileage limitation are peculiar to road service, whereas the proposal for shift differentials is peculiar to yard service.

The reason for these differences is that road service employees are paid on a dual basis of pay, taking into account both the time worked and the mileage run, whereas yard service employees are paid on a *per diem* basis based on an 8-hour day, 40-hour week, and work on a shift work basis including day, afternoon and night shifts.

Part III—Consideration of Brotherhood System Proposals

1. Wages

The Company insists that no wage increases of any substantial amount are justified, but in view of the settlements made at 6½ per cent for three years between the Locomotive Engineers (BLE) and the Firemen (BLF & E), and the two major Canadian railways, the Company is prepared to offer 6½ per cent for a three-year contract, providing certain work rule changes are agreed to.

The Brotherhood has adamantly set its face against any increase of less than 8 per cent for a 31-month contract, which was the basis of the wage settlement between this Brotherhood and the Canadian National Railways reached on May 30 of this year.

In his report in the dispute between this Brotherhood and the Canadian National Railways, the board chairman recommended a 6½-per-cent wage increase over a period of three years, and set out in full his reasons for concluding that this was a reasonable increase in the circumstances.

There is no purpose to be served in repeating these reasons here. However, the majority report of the Canadian National Railways Conciliation Board was not adopted, and the settlement made between the Canadian National Railways and this Brotherhood was at the 8-per-cent figure for a 31-month contract.

In the view of the Chairman, it is almost impossible for the parties to ignore the settlement with the Canadian National at the 8-per-cent figure for the following reasons:

1. It is the most recent development in the railroad industry in Canada.

2. The employees involved were members of this same Brotherhood—the Brotherhood of Railroad Trainmen.

3. The employer involved, the Canadian National Railways, is the only other major railroad in Canada.

4. Since 1939, the wage settlements upon the two major Canadian railroads have been of the same order, and it can hardly be expected that trainmen, employed by the Canadian Pacific to perform the same functions as those employed by the Canadian National, will accept a wage settlement of the order of 20 per cent less for a contract period five months shorter.

For the above reasons, it would appear that if a settlement is to be worked out between the parties, it will probably be upon the basis that the wage increases provided would be of the order of those granted by the Canadian National Railways in the recent settlement.

However, as the Board Chairman has gone on record in the Canadian National dispute in recommending 6½ per cent for a three-year contract, with detailed reasons for this recommendation (L.G., June, pp. 703-08), it is not to be expected that, in this present Canadian Pacific dispute, he should make an about-face and recommend a different figure.

The actual increases required to settle the contract are a matter of negotiation between the parties, and the Board Chairman recommends that the parties sit down at the bargaining table and negotiate the amount of the increases required in light of all the surrounding circumstances.

Since this Report was first written, there has been published in the daily press news of a settlement effected between the Non-Operating Group of employees and the Canadian National and Canadian Pacific railways.

The report is that the settlement provides for progressive wage increases totalling eight cents per hour over a two-year agreement, together with the setting up of a compensation fund by a Company contribution of 1 (one) cent per hour.

Apparently the wage increases include 1 per cent retroactive to March 1, 1962; another 1 per cent effective October 1, 1962; two cents per hour on January 1, 1963, and two cents per hour on July 1, 1963, with an agreement to expire December 31, 1963.

No time is available to assess the implications of this settlement, which was made with the non-operating groups of both railroads, and who are said to have average earnings of $1.92½ per hour.

Doubtless, however, the parties to this dispute will give full consideration to this very recent development (the inclusion of which has necessitated the rewriting of this

portion of this present report), and determine what weight it should be given in the pending negotiations between them.

2. Annual Vacations

This Board recommends that the present qualifying period for four weeks vacation be reduced from 35 years service to 25 years service, and that this recommendation be implemented as soon as it is reasonably possible to do so.

3. Statutory Holidays

a. Yard Service Employees

Yard service employees now have seven paid statutory holidays, which is the same number enjoyed by the non-operating group of employees who represent the largest group of employees of this Company, and who apparently have not seen fit to request any increase in statutory holidays in their current negotiations.

Recent settlements with the Engineers (BLE) and the Firemen (BLF & E) by both major Canadian railroads did not include any increase above the present seven statutory holidays.

Recommendation—This Board does not recommend any increase in the number of paid statutory holidays for yard service employees, but it does recommend that when a statutory holiday falls on a yard service employee's assigned day off, or while he is on his annual vacation, that such yard service employee will receive an additional day off with pay.

b. Road Service Employees

Road service employees do not now enjoy any paid statutory holidays, and there is less requirement for them to do so, as due to time off between trips, the passenger crew may work 16 to 19 days per month whereas the freight crew may work 18 to 22 days per month.

However, in spite of this, the monthly earnings are maintained by the dual basis of pay based upon mileage and/or time involved, and it is said not to be uncommon for road crews to earn 40 to 45 basic days pay per month.

In addition to the above, paid statutory holidays are not provided to road service employees by any major Canadian railroad or by any major railroad on the North American continent. Also, the recent settlement between this Brotherhood and the Canadian National does not provide any paid statutory holidays for road service employees.

Recommendation — Consequently, this Board does not recommend the granting of any paid statutory holidays to the road service employees of this Company.

4. Booking Rest

Proposal: Book rest after 8 hours instead of present 12 hours—system wide.

This Brotherhood proposal is system wide and covers both road and yard service employees. The present rules provide for booking rest after 12 hours in both road and yard service.

This Brotherhood proposal is identical with that of this same Brotherhood in the Canadian National dispute, and the arguments for and against the proposal are set out in THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962, at pp. 666-67.

The present rule providing for booking rest after 12 hours is in effect for all running trades on both major railroads in Canada, and the recent settlement between this Brotherhood and the Canadian National made no change in this rule.

Recommendation—This Board does not recommend any change in the present rule, as the present rest rule appears to provide adequately for a reasonable degree of rest for employees in both road and yard service, and the proposed change might restrict the Company in carrying out its operations in an efficient manner.

5. Interchangeable Rights for Road and Yard Service Employees

The Brotherhood proposal is for a rule to provide for interchangeable rights for road and yard service employees, subject to approval by individual General Committees, and for this rule to apply to the whole system.

b. The Company is not opposed in principle, but insists that the adoption of such a proposal is conditional upon a re-alignment of seniority districts, and should be made upon a uniform basis across the whole system and not to be subject to the approval of individual General Committees.

In the recent settlement between this Brotherhood and the Canadian National Railways, an agreement in principle was reached to be applicable to both Eastern and Western Regions and to become effective on or before June 1, 1963.

This Board considers that the adoption of the principle of interchangeable rights is long overdue and should assist in solving many problems that appear to have their origin in what may be regarded as artificial distinctions in craft as between road and yard service.

Recommendation — Consequently, this Board recommends that the parties to this dispute enter into an agreement similar in principle to that agreed upon between this Brotherhood and the Canadian National Railways to provide for the introduction of interchangeable rights for road and yard service employees.

6. No Material Change in Agreement Without Mutual Consent

This Brotherhood proposal is system wide and proposes that all contracts should contain a clause that no material change or alteration of conditions of employment shall be made during the currency of the contracts unless mutually agreed to by the parties.

An identical proposal was made by this Brotherhood in the Canadian National dispute, and the following excerpt is taken from the report of the Conciliation board in that dispute, which may be found in THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962, at p. 677:

"The Company states that in direct discussions, the Brotherhood alleged that this proposal (for No Material Change without Mutual Consent) was designed to prevent the Company from running crews over two subdivisons, from abandoning terminals, instituting new terminals, reducing the number of yard assignments at terminals and having road crews do switching in yards.

"This indicates the wide implications of the Brotherhood proposal that would also prevent the Company from introducing any new methods of procedure or doing this by way of new equipment, with a view to increasing efficiency of operation or reducing costs, without first obtaining the consent of the Brotherhood.

"It can hardly be expected that a Conciliation Board would recommend such a proposal at a time such as this, when the railroads in Canada have lost a good deal of passenger traffic to bus transportation, air lines and the private motor car; and when truck transport, commodity pipe lines and water transportation are securing an ever-increasing share of freight traffic that was once handled so largely by the railways.

Observations by Board Chairman

"In spite of the above, the Board Chairman recognizes that this Brotherhood is seriously concerned with the prospects of the reduction in numbers of railroad employees and that it is only natural for the employees themselves to be very much concerned about the possibility of lay-off. It cannot be denied that the question of technological and other changes, including automation, has presented a very serious problem to unions representing employees in certain fields, and that this problem is a growing one.

"This is, of course, in the nature of things, because management, facing the problem of the increasing cost of labour and materials and decreasing returns, is driven to seek more efficient and less costly methods of operation, including, where possible, mechanization and automation of processes and work procedures. That this is a major problem which will require the full co-operation of management and labour alike is generally recognized, but it would appear that the solution is not likely to be readily found and may require, perhaps, the attention of Parliament itself.

"However that may be, it is the opinion of the Board Chairman that the Brotherhood proposal, if instituted, might well seriously hamper the Company in exercising the normal management responsibility for carrying on its operations in an effcient manner to meet the intense competition which it must face."

Recommendation—This Board does not recommend the adoption of this Brotherhood proposal.

However, this Board does recommend that this Company should discuss with the Brotherhood impending changes in operation that would substantially affect the work security of the employees or their earnings, in recognition of the legitimate interest of the Brotherhood in the welfare of its members and the natural sensitivity of the employees to the question of job security.

The intent of this recommendation is that, in the event of such discussion, the failure of the parties to agree would leave it open to the Company to take such action as it saw fit, subject, of course, to its contractual obligations under the collective agreements.

7. Guarantee for Spare Roadmen and Spare Yardmen

Proposal: Guarantee—for spare roadmen, of 2,000 miles per month and for spare yardmen, of 16 days per month.

This Brotherhood proposal covers both road and yard service and is system wide. This proposal is identical with that made by this same Brotherhood in the Canadian National dispute.

The whole matter has been fully gone into in the Conciliation Board report in the Canadian National dispute, and the reader is referred to THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962, at pp. 668-72, where the various arguments *pro* and *con* and the views of the Board are set out.

Recommendation—For the reasons specified in the Canadian National Conciliation Board report, and keeping in mind that the institution of guarantees for spare board employees would constitute a completely new departure in railway practice on the North American continent, this Board does not recommend the adoption of this Brotherhood proposal.

8. Amending Lay Rule

Proposal: Amend lay rule to provide payment after 12 hours instead of present 16 hours when held away at other than home terminal.

This Brotherhood proposal is applicable to road service only and is system wide,

that is, applicable coast to coast to all road service employees on pool freight and unassigned service.

This proposal is identical with that made by this Brotherhood in the dispute with the Canadian National Railways and the arguments for and against are set out in the Conciliation Board report dealing with that dispute at pp. 667-68 of THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962.

The present rule provides for payment after 16 hours held away from the home terminal, which ensures at least one basic day's pay for each 24 hours held away, and it appears that the present provision is the standard one on both major Canadian railroads and on all major railroads in North America.

No change in the present rule was made in the recent settlement between this Brotherhood and the Canadian National Railways.

Recommendation—This Board does not recommend the adoption of this Brotherhood proposal for the reasons given above, and also because this Board is not satisfied that the replacement of the steam locomotive by the diesel locomotive has increased the time held away from home of the average road crew on unassigned service.

9. Mileage Limitations

This Brotherhood proposal is for "a mileage limitation for road service employees to be policed by the Company and records maintained by the Company, mileage to be established by the respective General Committees."

This proposal relates to road service only and is system wide.

At present, Article 16 of the current schedule agreement on the Atlantic and Eastern Regions reads as follows:

"(b) The mileage for which trainmen are paid will, as nearly as possible, be regulated to avoid mileage per month in excess of limitations as follows:

Passenger service	6,250 miles
Freight service	4,500 miles
Work service	5,000 miles."

In the West (Prairie and Pacific Regions), although the schedule agreement is silent as to mileage regulations, a note to Article 11 of the western schedule agreement reads as follows:

"Note: The local officers and local chairman will jointly regulate the spare board, so that the earnings of spare men will approximate not less than the equivalent of two thousand (2,000) miles per month at through-freight rates. It is understood and agreed that this is not a guarantee for spare trainmen."

In the recent settlement between this Brotherhood and the Canadian National Railways, the mileage limitations have been set for both Eastern and Western Canada at 6,000 miles per month in passenger service and 4,300 miles per month in freight service.

It appears that from 1959 to 1960, the total number of railroad employees of this Company showed a decrease of 4,419, of whom 358 were members of this Brotherhood.

This Board sympathizes with the desire of this Brotherhood to spread the available work among a larger number of employees and create employment for some trainmen who are unemployed because of lower traffic levels.

Recommendation—This Board recommends in principle the adoption by the parties of mileage limitations for road service employees.

Although the Board considers that the parties should themselves settle the basis for such mileage limitations by negotiation, yet for the purpose of uniformity, strongly suggests to the parties that they consider the adoption of the Canadian National limitations of 6,000 miles per month for passenger service and 4,300 miles per month for freight service.

This Board further recommends that the agreement as to mileage limitations should also be designed to:

1. Provide that records of mileage should be kept by the Company.
2. Provide penalties for the individual exceeding the limitations.
3. Require that the Brotherhood assume full joint responsibility with the Company, apart from the cost of the clerical work involved, for enforcing the limitations laid down.
4. Ensure that any failure to take an employee off for mileage at the limitation period, which was due to error or oversight in the records or by the crew clerk, would not result in the Company being subject to penalty claims.

10. Shift Differentials

This Brotherhood proposal is for yard service employees to be paid a shift differential of 10 cents per hour for the afternoon shift and 15 cents per hour for the night shift. This proposal is system wide and relates to yard service employees only.

An identical proposal was put forward by this Brotherhood in the Canadian National dispute, and the various arguments in support of the proposal and against it are dealt with in the report of that Conciliation Board at pp. 673-76 of THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962.

It appears that there is not in effect any provision for afternoon or night shift differentials for any railroad employees on

any major railroad in either the United States or Canada, and this is said to be due to the fact that the whole wage structure of yard service and road service employees has been developed over the years with due consideration for the fact that no shift differentials were paid.

It also appears that no shift premiums are paid to members of the non-operating group of employees who are assigned to shift work necessary to maintain operations around the clock, nor has any request been made by these employees for shift differentials in the current negotiations.

Also, in the recent settlement by this Brotherhood with the Canadian National Railways, no provision was made for shift premiums.

Recommendation—For the reasons outlined above, this Board does not recommend the adoption of this Brotherhood proposal for shift differentials for yard service employees.

Part IV—Brotherhood Regional Rule Proposals—Western Canada

The collective agreements for road and yard service in Western Canada (Prairie and Pacific Regions) have been largely untouched for over 40 years, and between May 1955 and June 1960, representatives of the Brotherhood in Western Canada and of the Canadian Pacific Railway have spent many months in negotiations designed to completely revise the Western Agreements covering road and yard service.

For example, meetings were held almost continuously on a daily basis in Vancouver and Calgary from May 9, 1955, until December 6, 1955. Considerable progress was made in these meetings in 1955, and such meetings were resumed in Montreal on July 9, 1958, and continued on a daily basis almost continuously for the next two months.

By the latter part of August, 1958, after some 23 meetings, a draft of a revised yard schedule was completed although there were a few minor points on which the parties were not in complete agreement.

Meetings continued to be held in relation to the revision of the road schedule of the Prairie and Pacific Region agreement, but upon an intermittent basis, until the establishment of a Board of Conciliation in April 1959.

The 1959 Conciliation Board recommended that the parties confer again to try to reach agreement and then report back to the Board. This was done, and a report was submitted to the 1959 Conciliation Board in the form of signed minutes of the meetings held.

The unanimous report of that Conciliation Board was dated November 5, 1959, and it recommended that all supplementary matters should be disposed of through the revision of both yard and road schedules at a date not later than June 30, 1960.

Meetings between the representatives of the parties for this purpose again resumed on May 3, 1960, and tentative agreement was reached on the revision of the yard agreement with the exception of a few minor items and one major item, viz., the institution of a rotary spare board for yardmen.

The Board Chairman considers that it is imperative that the immense amount of detailed work and effort put forth during these protracted negotiations should not be wasted, as both parties agree that the Western agreements are very much out-of-date and probably are obsolete in many respects.

Recommendation—This Board strongly recommends that these extensive negotiations should now be brought to a conclusion and "finalized" in a complete revision of the road and yard service agreements covering the Prairie and Pacific Regions.

Part V—Brotherhood Regional Rules—Eastern Canada

The Brotherhood presented a number of proposals relating to amendment of Regional Rules for the Atlantic and Eastern Region. Six only of these proposals will be dealt with here as set out below.

1. Revise Article 23 (d)

Proposal: Revise Article 23 (d) to provide for payment on days off when called as a witness in court or held off on Company's business or on Company's order.

The present rule reads as follows:

"*Article 23*

(d) Held off on Company's business or coroner's inquest, court cases:

Trainmen held off on Company's business or on Company's order, will be paid schedule mileage rates for mileage lost, and reasonable expenses, *if away from home.*

"Trainmen called as witnesses in court by the Company or before a coroner's inquest, will be allowed time, minimum day's pay passenger rate, for each twenty-four (24) hours

or portion thereof *detained from duty*. Men assigned to regular runs so held will receive not less than the regular rate for the time lost. Actual reasonable expenses incurred while away from home will be allowed. Court witness fees and mileage will be assigned to the Company in cases in which pay is allowed." (Emphasis added).

The italicized words limit the payment to cases in which the employee is "away from home" or "detained from duty."

Recommendation—As the rule is designed to meet cases in which the employee is held off for the purpose of Company business or order, or to give evidence in court for the Company, or at an inquest (presumably called because of a fatality involving the operation of the railway), this Board recommends that the words italicized above be deleted from the schedule rule.

2. Revise Present Called and Cancelled Rules

Proposal: Revise present Called and Cancelled Rules so payment stipulated will be paid when road or yard service employees are cancelled before reporting for work.

Article 25 at present reads as follows:

"Called and Cancelled

When trainmen come on duty and are not required, they will be paid through-freight rates with a minimum of thirty-seven and one-half (37½) miles and will stand first out, except in such cases as a minimum day is paid for. Trainmen held for duty and not used, their vans having been sent out, will be paid one hundred (100) miles for each twenty-four (24) hours while waiting return of van."

Rule 21 at present reads as follows:

"Yardmen Not Used

When regular yardmen are require to come on duty and are not used, they will be paid eight (8) hours at schedule rates. Spare yardmen called and not used will be paid for three hours at schedule rates."

To qualify under the present article and rule, the trainman or yardman must have reported for duty and be subsequently cancelled. If he is cancelled before leaving home, no payment is made, but he still stands first out and generally receives a call for at least a full day's work very shortly thereafter.

It appears to the Board Chairman that some provision should be made for payment to the employee who is called and then later cancelled before he leaves his home, but that this payment should be less than in the case of the employee who is cancelled after he has reported for work.

Recommendation—This Board recommends that Article 25 be amended (but the last sentence thereof remain unchanged) to provide that when a road service employee is cancelled *after* reporting for duty he will be paid a minimum of 37½ miles at through-freight rates, but that if he is cancelled *before* reporting for duty he will be paid 18¾ miles at the same rate, and in both cases will stand first out.

This Board also recommends that Rule 21 be amended to provide that a regular yardman cancelled *after* reporting for duty will be paid eight hours at schedule rates, but if cancelled *before* reporting for duty he will be paid four hours at schedule rates. Also, that a spare yardman cancelled *after* reporting for duty will be paid three hours at schedule rates, but if cancelled *before* reporting for duty, he will be paid one and one-half (1½) hours at schedule rates.

3. Revise Investigation—Discipline Rule

The Brotherhood seeks to have the present schedule rules of the Eastern Agreement amended so that an employee, when giving a statement of the facts as he knows them in the course of an investigation, should not be required to assume responsibility for the accident or other occurrence being investigated.

Also, the Brotherhood desires to amend the rule to provide that an employee be notified of the decision in writing within 15 days of the time the investigation is held.

It appears that the rule proposed by the Brotherhood is the equivalent of the rule now included in the schedule rules in Western Canada. Also, it appears that there is not a great deal of difference between the parties, as the Company apparently agrees that an employee should not be required to assume responsibility for the matter being investigated.

The rules concerned are Article 33 (d) in respect to road service and Article 41, Rule 12, in respect to yard service.

Recommendation—The time limit suggested of 15 days from the time the investigation is held appears to be too short, but it may well be that the time limit in the present rule is too long, as it is within 15 days of the rendering of the report, and there is no control over the time taken to render the report.

Subject to this comment, it is recommended that the schedule rules in the Eastern Collective Agreements be amended to provide that the employee should not be required, in the circumstances outlined, to assume responsibility for the matter under investigation.

4. Request to Provide Tools and Supplies

Proposal: Request to provide first aid kits, air hoses, emergency knuckles, hammer, cold chisels, pipe wrenches and small cables on diesels.

Since the removal of these items from the diesel locomotive, when an air hose

bursts and knuckles are required, the employees have to walk the length of the train to the van to obtain the required item.

Recommendation—This Board recommends this Brotherhood proposal.

5.-6. Additional Requests

Proposal (5): Request that the backs of seats in the cupola be covered with foam rubber, and Proposal (6): Request for installation of Coleman oil lamps.

The foam rubber for the cupola seats is to reduce back injuries due to slack action in long freight trains, and replacement of Aladdin lamps by Coleman lamps in the vans is requested to reduce breaking of mantles, giving better lighting and reducing the fire hazard.

Recommendation—This Board recommends that vans in Eastern Canada be equipped with Coleman lamps as are the vans on Canadian Pacific Western lines, and that foam rubber be provided for the backs of cupola seats.

These improvements to be carried out on a progressive time schedule to be agreed upon by the parties.

Part VI—Company Proposals

A—COMPANY PROPOSALS RELATING TO ROAD SERVICE

SECTION 1—SYSTEM WIDE, I.E., APPLICABLE TO ATLANTIC AND EASTERN, PRAIRIE AND PACIFIC REGIONS

1. Elimination of All Arbitrary Payments and Special Allowances

Proposal: That a rule be established to provide for payment of actual miles or actual time on duty, whichever is the greater, calculated from the time required to report for duty until released from duty, on the basis of 12½ miles per hour in freight service and 20 miles per hour in passenger service, except short turnaround runs, and to eliminate all agreements, rules, regulations, interpretations or practices, however established, in conflict therewith, such as:

Initial and Final Terminal Delay—System wide.

Turnaround and Junction Switching—Prairie and Pacific Regions.

Work Train Service en Route—System wide.

Loading and Unloading Stock—Prairie and Pacific Regions.

Running off the Main Track over One Mile—System wide.

Snow-plowing or Flanging Side Tracks—Prairie and Pacific Regions.

Doubling—Prairie and Pacific Regions.

Handling Government Mail—System wide.

Customs Allowance—Atlantic and Eastern.

This Company proposal is a very far-reaching one indeed, and if assented to, would eliminate entirely all arbitrary payments and special allowances of any nature including one, at least, which was incorporated into the collective agreements as late as 1960.

The reference here is to the elimination of the 15-minute "free-time" period in the Initial Terminal Delay rule, which was recommended by the Anderson Conciliation Report of August 27, 1959, for the Atlantic and Eastern Regions, and by the Anderson Conciliation Report of November 5, 1959, for the Prairie and Pacific Regions.

The Board Chairman considers that this blanket proposal is too wide sweeping to be realistic, and that this Board should not accept it in its present form.

This view is supported by the fact that some of the remaining Company proposals deal with specific arbitrary payments to which the Company objects and in regard to which elimination or amendment is proposed.

Recommendation—This Board is not prepared to recommend this Company proposal in its present form, which is considered to be too all-embracing.

Consequently, no consideration will be given to this proposal except insofar as consideration of specific Company proposals dealt with later in this report will involve certain aspects of this far-reaching Company proposal.

2. Straightaway or Turnaround Service

Proposal: To incorporate into the respective East and West Agreements the following rule:

Crews in pool or irregular freight service may be called to make short trips and turnarounds with the understanding that one or more turnaround trips may be started out of the same terminal, and paid actual miles with a minimum of one hundred (100) miles for a day, provided (1) that the mileage of all trips does not exceed 120 miles, (2) that the distance run from the terminal to the turning point does not exceed 30 miles, and (3) that men shall not be required to begin work, on a succeeding trip out of the initial terminal after having been on duty eight consecutive hours, except as a new day, subject to the first-in first-out rule or practice.

Except in assigned work train service, trainmen will be notified when called whether for straightaway or turnaround service, and will be compensated accordingly. Such notification will not be changed unless necessitated by circumstances that could not be foreseen at time of call.

Trainmen will not be called for turnaround service when such service involves turning at terminal 100 miles or more distant from the initial terminal. When the distance between the initial terminal and the objective terminal is less than 100 miles, the objective terminal may be regarded as a turnaround point,

and crews in unassigned service, when called for turnaround service, run out of such point without regard for first-in first-out rules or practice. When the turnaround point is an intermediate station, trainmen may be called for turnaround service without regard to the distance between such station and the initial terminal.

The first paragraph of the proposed rule, set out above, is identical with the present schedule rule now appearing as Article 14 (b) of the Atlantic and Eastern Regions Agreement. The second two paragraphs would be new ones for the Eastern Agreement, and all three paragraphs would be new for the Western Agreements.

In March 1959, a dispute arose between the Brotherhood and the Canadian Pacific concerning the proper method of payment to through-freight crews on piggyback trains operating from Ottawa to Grovehill (near Montreal), a distance of 106 miles in each direction.

The Brotherhood contended that payment should be made on the basis of a separate trip or day in each direction, i.e., on a straightaway basis only, while the Company submitted that it had always been its prerogative to operate crews in and out of a terminal in either straightaway or turnaround service, and that this prerogative had not been abrogated by any rule in the collective agreement.

The case was submitted to Canadian Railway Board of Adjustment No. 1 as No. 747, and in September 1960, the contention of the employees was sustained by the Board's finding that payment should be made in such a case on a straightaway basis in conformity with the decision of the same Board in Case No. 739 between the Engineers (BLE) and Canadian Pacific over payment of locomotive engineers for the same trip on piggyback trains operating from Ottawa to Grovehill and return to Ottawa.

The decision of the Board, in Case No. 739, involving the locomotive engineers, stated that:

"The contention of the employees is sustained in that it is not proper to establish runs in turnaround service between terminals *where the distance is 100 miles or more in each direction.*" (Emphasis added.)

The italicized words support the Company position that the decision in Case No. 747 concerning this Brotherhood, which was based on the principle of Case No. 739, did not affect the right of the Company to operate runs in turnaround service where the distance between the terminals is less than 100 miles.

The Company also states, and this is not denied, that the present practice is to operate runs in turnaround service where the turning point is not a terminal, regardless of whether the distance is more or less than 100 miles.

In the recent disputes between the locomotive engineers (BLE) and the locomotive firemen (BLF & E), and the Canadian Pacific, a similar proposal was made by the Company, and in each case the adoption of the Company proposal was recommended by the Anderson Conciliation Board. Also, in each case the rule was incorporated into the respective collective agreements during the recently concluded settlements.

It would appear that the adoption of the proposed rule on a system-wide basis would give effect to the Board of Adjustment decision in Case No. 747 and the principle of Case No. 739, on a uniform basis, and would also operate to clarify the practice to be followed in the operation of runs on either a straightaway or turnaround basis.

In addition to the above, the proposed rule would operate to have the practice in regard to trainmen conform to that already established in respect to locomotive engineers and locomotive firemen.

Recommendation—For the above reasons, this Board recommends the adoption of this Company proposal upon a system-wide basis.

3. Elimination of Payment of Freight Rates for Crews Handling Passenger Trains

Proposal: Agreements on the Atlantic, Eastern, Prairie and Pacific Regions to be amended to provide for payment of passenger rates to all crews handling passenger trains.

Although the wording of the applicable schedule rules is different in Eastern Canada and Western Canada, the general effect is the same, i.e., to provide:

1. For freight rates to be paid to any freight trainman called to operate a passenger train unless he has elected, by reason of his seniority, to relieve on a vacancy.

2. That regular passenger crews will be paid freight rates for any extra mileage made.

3. Also, that if a freight car is handled on a passenger train, freight rates will apply to the regular passenger crews between the points such car or cars are handled.

The through-freight and passenger rates in effect from coast to coast on the Canadian Pacific are as follows:

	Freight Rate Per Mile	*Passenger Rate Per Mile*
Conductor	14.55¢	10.49¢
Trainman	12.73¢	8.40¢
Train Baggageman		8.54¢

The main reason for the different rates was that, under the dual method of payment, miles or hours for the trip, the higher speeds of passenger trains resulted in the passenger trainmen generally earning considerably more miles in a given number of hours worked than was the case with the freight trainmen.

Thus it was necessary to provide a higher rate per mile for the freight service to allow the freight trainmen to earn a reasonably comparable wage.

This feature is also recognized in the collective agreements by the guarantee rules, which provide 2,800 miles per month in freight service and 4,500 to 4,600 miles per month in passenger service, and also by the basic speed basis for calculation of overtime under the dual basis of pay, viz.: 12½ miles per hour in freight service and 20 miles per hour in passenger service.

Also, apart from the slower speed, the extra work involved in freight service doubtless had an influence upon the establishment of higher rates for freight service.

Two aspects of the present situation will be briefly referred to, as follows:

a. *Passenger Trains Run in Sections*

It is frequently necessary to operate sections of passenger trains between terminals due to the traffic offering being more than one train can take care of.

In these cases, the regular passenger crew handles one section at passenger rates and conditions, but the unassigned crew called to handle the extra section must be paid the higher freight rates, although the work and responsibility of the two crews and the time on duty in handling the two trains are the same.

b. *Freight Car Placed on Passenger Train*

If a freight car is placed on a passenger train, the regularly assigned passenger crew is paid freight rates between the points such car is handled.

As freight cars used in this way are fully equipped for passenger train operation, the schedule speed of the passenger train is not reduced, and even if the train crew were required to pick up or set out such freight cars (which would not frequently be the case), this would be no different from picking up or setting out passenger cars, which has always been done as required by passenger crews.

Consequently, the time on duty to complete the trip would not normally be increased by the addition of the freight car to the passenger train.

A significant fact is that the collective agreements in effect between Canadian Pacific Railway and the locomotive engineers (BLE) and locomotive firemen (BLF & E), both provide for the payment of passenger rates when handling passenger trains.

The Board Chairman has carefully considered the submissions put forward by this Brotherhood in opposition to this Company proposal, and is not impressed with their weight or accuracy.

For example, the Brotherhood suggests that under the Company proposal, the Company in Western Canada could attach a coach to a freight train and pay the crew passenger rates for the trip.

The Company categorically denies that this is so, and states that mixed-train crews are now and always have been paid the higher wayfreight rate, even though in some cases they are performing nothing more than fast through-freight service. This Company statement was not denied by the Brotherhood.

In Eastern Canada, Article 10 of the schedule rules provides for the operation of mixed-train service, and if there is any danger of the Company taking advantage of this proposal to attempt to pay passenger rates for the operation of freight trains, this can readily be taken care of by proper safeguards inserted in the schedule rules.

Recommendation—This Board considers that the Company has discharged the onus resting upon it of establishing that this Company proposal is merited and should be implemented.

Accordingly, this Board recommends that the necessary amendments be made to the applicable schedule rules, upon a system-wide basis, to provide for payment of passenger rates to all crews handling passenger trains.

The intent of this recommendation is that passenger rates should be paid for passenger service and freight rates for freight service, and that the required changes be made in the schedule rules to define the line of demarcation between the two services.

4. Uniform Payment for Deadheading

The Company proposal is to "provide payment for deadheading at a specified rate of $10.49 for conductor and $8.40 for brakemen per 100 miles or less and overtime earned, if any." This proposal is applicable to road service only and is system wide.

Deadheading describes the movement of one or all of a train crew from one place to another on a train handled by another crew. The present rules require payment of crews deadheading at the same rate as

that paid to the crew actually handling the train on which the deadheading is being done.

For example, when passenger trains are run in sections, the regularly assigned crew handles one of the sections and is paid at passenger rates. The other section or sections are handled by assigned crews who are paid freight rates.

If the deadhead crew travels on the section handled by the assigned crew, the deadhead crew receives passenger rates for deadheading, but if the deadhead crew travels on the section handled by the unassigned crew, then the deadhead crew is entitled to the higher freight rates.

Under present rules, trainmen cannot be required to leave their caboose for the purpose of travelling on passenger trains. Thus, if it is deemed necessary to deadhead crews on passenger trains, cabooses must be attached to the passenger trains. But in many cases this is not practicable as it will result in delays to the passenger train.

Accordingly, cabooses of deadheading crews are generally moved on freight trains, which, under present rules, compels the payment to the crew of the higher freight rates.

In many cases, when crews are ordered to deadhead on a freight train at a time reasonably close to the departure time of a passenger train, such crews voluntarily abandon their cabooses and travel on the passenger train to enjoy its added comfort and convenience.

In these circumstances, the Company is obliged to pay such deadheading crews upon the higher freight rate basis, that is, at a rate considerably higher than the rate paid to the crew actually working the passenger train on which the deadheading crew has travelled.

There does not appear to be any reason why the measure of payment of a deadheading crew should be the same as that of the crew working the train on which the deadheading is done. The deadhead crew is not working, but is returning from work, and while doing so it is not charged with any responsibility whatsoever in connection with the operation of the train upon which it is travelling.

On the other hand, the working crew is actually engaged in the process of getting the train over the road as expeditiously as possible, with due regard for safety, and is fully charged with the responsibility for the operation of the train and the various attendant responsibilities.

As the deadheading crew has no responsibilities whatsoever, and is actually not working or operating a train but just returning from work, the view of the Board Chairman is that all train crews when deadheading should be paid upon a uniform basis, and there would appear to be no justification for this basis being any higher than that paid to the train crew operating a passenger train.

Recommendation—For the above reasons, this Board recommends that all crews when deadheading be paid at the same rate per mile as are paid to the train crews for operating a passenger train, regardless of the class of service on which the deadheading is actually carried out.

5. Elimination of Daily Guarantee in Work Train Service

The present schedule rules in both Eastern and Western Canada are worded differently, but in the result provide for payment of trainmen who are *assigned* to work train service, as long as they are held in that service, upon a special basis, viz.: that they will be issued a day's pay at the applicable rates for each working day exclusive of overtime or mileage previously earned.

The Company proposal is to eliminate this daily guarantee and substitute a minimum monthly guarantee of 2,800 miles, i.e., 28 basic days pay.

The Company stresses that this proposed guarantee is in excess of the existing calendar day guarantees for six days per week, equivalent to 2,600 miles per month, but there is no doubt that the Company proposal would reduce the earnings of assigned crews in work train service because the present daily guarantee is exclusive of overtime or mileage previously earned.

No figures were placed before this Board to show the actual earnings of work train crews under the present rules and the effect of the Company proposal upon these earnings.

The Board Chairman suspects that the earnings of assigned work train crews may be very considerable, but considers that this Board is not in a position to express an informed opinion upon this controversial matter.

Recommendation—This Board does not see fit to recommend this Company proposal at this time, as this Board has not sufficient information upon which to base a reasoned conclusion after giving due consideration to all the implications of the proposed amendment.

Section 2—Company Proposals Relating to Road Service in the Prairie and Pacific Regions

1. Short-Run and Short-Turnaround Rule in Western Agreements

Proposal: Eliminate the existing Short-Run and Short-Turnaround Rule (so-called Automatic Release Rule) in the Western Agreements, which provides for automatic release of a crew on arrival at terminals regardless of miles earned, and substitute therefor Article 14 (b) of the Agreement Governing Conductors and Trainmen on the Eastern and Atlantic Regions, including the addition to this Article proposed by the Company.

The present schedule rule in Western Canada (the so-called Automatic Release Rule) does *not* apply to assigned passenger, assigned mixed, and assigned road switcher crews, nor to any work train crews whether assigned or unassigned.

But the rule does apply to all wayfreight crews, whether assigned or unassigned, and to all other unassigned crews whether passenger, mixed or through freight, with the sole exception of unassigned work crews.

Three Aspects of Automatic Release Rule

The application of the Automatic Release Rule can be better understood if the rule is considered in three aspects as follows:

I. Short-Run Service.

II. Short-Turnaround Service Out of Initial Terminal.

III. Side Trip Application.

These three aspects will be dealt with in order below.

I. First Aspect—Short-Run Service

The basic or minimum day in freight service is eight hours or 100 miles, which is the minimum that must be paid when a freight crew is called for service and commences work.

But a crew subject to the automatic release rule must be paid a minimum of 100 miles from terminal to terminal, even if the miles run are less than 100. Such a crew is regarded under the rule, for payment purposes, as being released from duty at such terminal and is entitled to a *separate* minimum day of 100 miles if used out of that terminal, even though the crew is not actually released from duty at that point.

Under this application, all points at the end of track on short subdivisions are recognized as terminals even though crews are not tied up at these points.

For example, Swift Current, Sask., is a regular terminal, and Simmie is a point located 32 miles south of Swift Current and is the end of the track. If a crew, subject to the automatic release rule, is ordered at Swift Current to run to Simmie and return, the crew, under this rule, must be regarded as being released from duty and re-ordered at Simmie, which is a terminal because it is the end of the track.

This means that if a crew is ordered to run from Swift Current to Simmie and return on a continuous trip, the Company must pay each crew member 100 miles Swift Current to Simmie and 100 miles returning Simmie to Swift Current, or a total of 200 miles (two days basic pay), for a run of approximately 64 miles in total, and this is regardless of the time on duty, which may be as little as three or four hours.

The Company proposal is to amend the rules to enable train crews in any service to be run on a continuous turnaround basis, which is the same basis as now applies to assigned passenger or assigned mixed-train crews.

Under the proposed amendment, if the train crew was actually tied up by the Company at the outside point (i.e., Simmie in the example quoted), a minimum day would, of course, be paid to the crew, in each direction.

Actual Examples Of Short-Run Service

1. *Examples Concerning Operation of Wayfreights*—Examples were cited by the Company of eight separate wayfreight train crew assignments on the Prairie and Pacific Regions at various locations during 1961.

The first example only is referred to here, which concerns the La Rivière, Napinka, Lyttleton, Snowflake and Fallison Subdivision wayfreight, which normally has runs exceeding 100 miles on Monday through Thursday of each week, but operates as required—La Rivière to Fallison to Windygates, and averages about one assignment each two weeks, usually on Fridays, on a continuous basis.

For this trip the following information is shown:

	Total Miles Run	*Total Miles Paid*
La Rivière to Fallison (end of track)	34	100
Fallison to Windygates (end of track)	26	100
Windygates to La Rivière	39	100
	99	300

N.B.—Three days pay for less than equivalent of one day's work.

On Friday, April 7, 1961

			Total Road Time on duty
La Rivière to Windygates and return	79	200 (2 basic days)	4 hrs. 15 min.

N.B.

1. Two basic days pay for less than one day's work.

2. Crew would in any event be entitled to one basic day, i.e., 100 miles for the 79 miles run, but the automatic release rule obliged the Company to pay *double* the minimum otherwise payable.

Space is not available to set out the other seven examples but they all illustrate the same point. A careful review of the eight examples given by the Company, of way-freight operation under this automatic release rule, reveals the following:

a. The 8 examples included 19 specific instances in which the date, location and time on duty were given.

b. Of the 19 instances, there were 15 occasions when the Company was obliged to pay 200 miles (2 basic days pay) under this rule.

c. Of the 15 occasions when the Company had to pay 200 miles, in every case but one, the crew was on duty less than a minimum day of 8 hours and as little as 2 hours and 55 minutes.

d. In the sole exception, the crew was on duty for 8 hours and 30 minutes, and the Company was obliged to pay 200 miles (2 basic days pay).

e. Of the four cases in which the Company had to pay a basic day's pay, i.e., 100 miles, the times on duty varied between 1 hour and 20 minutes to 2 hours and 25 minutes.

f. All of the 14 examples referred to were taken from Company records of operation in 1961 and most of the examples involve regular assignments that are still operating.

2. *Example Concerning Operation of Unassigned Freight Crews*—The eight examples cited by the Company concerned the operation of wayfreight train crews, but the automatic release rule also applies to unassigned freight crews generally.

To illustrate this the Company referred to the following example—

On March 21, 1961, an unassigned freight pool crew ran from Swift Current to Stewart Valley (end of track) and return, a distance of 28 miles each way. Because of the automatic release rule, Stewart Valley had to be considered as a terminal with the result that the following payments had to be made:

	Total Miles Run	*Total Miles Paid*
Swift Current to Stewart Valley	28	100
Stewart Valley to Swift Current	28	100
	56	200

This crew was not, of course, released from duty at Stewart Valley. They were at this point one hour and were paid for this one hour in addition to 200 road miles for 56 miles run.

II. *Second Aspect—Short-Turnaround Service Out of Initial Terminal*

Under the present automatic release rule, a train crew must be regarded as being automatically released from further road service on arrival back at the initial terminal regardless of miles run.

For example, if a crew is ordered at the initial terminal and proceeds a distance of, say 10 miles, and then returns to the initial terminal, such crew, although running only 20 miles, is entitled to a payment of 100 miles, and if another trip of the same nature were required immediately, the crew would have to be paid another 100 miles for the second trip of 20 miles, or as an alternative, another crew would have to be called and the payment would be the same.

Further, under these circumstances, when another crew was not called, the Company has been subjected to an additional penalty of 50 miles to be paid to the crew who stood first out and was not called for the second trip.

The Company referred to cases where a train, after leaving the initial terminal, was required to back into the terminal because of some mechanical trouble a few miles out. When the difficulty was rectified by the locomotive being changed, for example, the crew continued on the trip and the Company was subjected to payment of a minimum day of 100 miles for the first trip out and back into the terminal, which might have constituted as little as four or five miles run.

Also, in addition to this, if the same crew was used to take the train out of the terminal the second time (the alternative to which would normally be an unnecessary delay to the train waiting for another crew),

the Company would be subjected to a runaround penalty claim of 50 miles by the crew that stood first out by reason of its not being called.

Vivid Example:

The Company cited as a vivid example of distorted payments that accrue under this rule an occurrence that took place in 1958.

A snow slide occurred approximately three miles east of Field and the first crew out on the freight pool was called at Field. On the first trip out the plow was damaged, and the crew returned to Field for another plow. This occurred twice more and each time the crew returned to Field for another plow.

This crew therefore travelled a total of six miles on each return trip between Field and the snow slide, or a total of 24 miles. The total time on duty from the time ordered at Field until off duty was just over four hours or one half of a recognized day's work.

Under the presently existing rule, this crew claimed and had to be paid 100 miles for each round trip made between Field and the snow slide, because (due to the automatic release rule) it was not subject to further road service after arriving back at the initial terminal, and, therefore, was entitled to a new day in each instance when it left the initial terminal.

In the result, this crew was paid 400 miles for 24 miles of travelling and, in addition, was paid for all time working at the snow slide over and above the miles run.

In addition to this, the Company was subjected to three 50-mile runaround claims from the crew that stood first out, because the crew was not called to make the second, third or fourth trips out.

Thus the Company was subjected to the payment of 550 miles (five and one-half basic days pay) for 24 miles run, and in addition, paid for all time occupied in working at the snow slide in return for a total of four (4) hours on duty by the crew that did the work.

This example is, of course, an extreme one, and would not occur frequently, but it does vividly emphasize the abuses that a rule of the nature of the one in question would permit and indeed encourage.

III. *Third Aspect—Side Trip Application*

If a crew that normally operates in wayfreight or through-freight service over a subdivision is required to make a short trip from a junction point in between the initial and final terminals of the subdivision, the automatic release rule provides for a minimum day's pay of 100 miles for the side trip itself, regardless of the miles run on the side trip, which may be as little as five or six miles, and this arbitrary 100-mile payment is apart from and in addition to any payment for the miles run on the main trip.

Examples

1. On March 8, 1961, a wayfreight that regularly operates between Wilkie, Sask. and Hardisty, Alta., on the Hardisty subdivision, a distance of 131 miles, was required to go from Macklin, 62 miles west of Wilkie, to Denzil on the Macklin subdivision (which was a side trip) to pick up a car which had in error been billed to and delivered to Denzil.

The distance between Macklin and Denzil is 15 miles and the total return mileage for the side trip was 30 miles. The time taken to make this side trip was 1 hour and 20 minutes, yet, because of the automatic release rule, the Company was obliged to pay this crew a minimum day of 100 miles (the equivalent of eight hours) for the 30 miles run on the side trip that took the crew 1 hour and 20 minutes to do.

2. Freight crews operate regularly between Red Deer, Alta. and South Edmonton, Alta., a distance of 97 miles for which 100 miles are, of course, allowed with no objection by the Company.

However, on occasions such crews are required to run on a side trip from Wetaskiwin, which is 57 miles north of Red Deer, east to Camrose, to obtain stock. The distance between Wetaskiwin and Camrose is 25 miles, and thus the total mileage of the side trip is 50 miles.

For this operation, the Company pays such crews the basic 100-mile day for the trip of 97 miles from Red Deer to South Edmonton, or vice versa, and a further 100 miles for the 50-mile side trip from Wetaskiwin to Camrose and return.

Thus, instead of paying the crew for 147 miles for the total mileage of the trip, which is approximately one and one-half basic days pay, the Company is obliged by the operation of this rule to pay 200 miles for a total trip of 147 miles.

Views of Board Chairman—I have carefully considered the Brotherhood's position in respect to this automatic release rule, which is set out at pages 114 to 116 of the Brotherhood Rebuttal.

In my opinion, the Brotherhood has signally failed to answer the very strong case made by the Company for the deletion of this automatic release rule.

In the first place, the deletion of the automatic release rule would not affect the protection afforded to road service men by the basic-day provision of payment for a basic or minimum day of eight hours or 100 miles in all freight service, which must be paid to any freight crew that is called and commences work.

In the second place, the suggestion by the Brotherhood that the automatic release rule is the very foundation of the Road Schedule cannot be accepted, because there is no such provision in the Road Schedule for Eastern Canada covering road service on the Canadian Pacific.

Indeed, even in Western Canada, the automatic release rule does not apply to assigned mixed-train crews, assigned or unassigned work train crews, assigned passenger crews or assigned road switcher crews.

Again, there is no schedule rule comparable to this automatic release rule contained in any other running-trades agreement on the Canadian Pacific system in Canada nor, as far as this Board can ascertain, is there any similar provision in

any road schedule on any Canadian railroad.

Recommendation—This Board considers that the railroad has completely met the onus resting upon it to satisfy this Board that this automatic release rule is obsolete, and that there is no justification for the unmerited and unearned payments that this rule requires the Company to make to wayfreight and freight crews for services not performed.

With the replacement of steam locomotives by diesel-electric motive power, whatever justification may have existed for such a rule (if any) no longer exists at this date.

Artificial payments for work not done of the nature illustrated by the examples given above can only operate in the long run to unduly inflate freight rates, and reduce the ability of the railroad to compete effectively for business with its many and active competitors in the business of the transportation of goods.

Thus the retention of these forms of the "pyramiding" of costs or piling "miles upon miles" is not only detrimental to the interests of the railroad but is also inimical to the long-term welfare and interests of the employees themselves.

This Board recommends the elimination of the so-called automatic release rule and the substitution therefor of the schedule rule in the Eastern collective agreements, amended in accordance with the recommendation of this Board set out here previously when dealing with Company proposal No. 2 concerning the amendment of Article 14 (b) of the Atlantic and Eastern Regions Agreement in respect to "Straightaway or Turnaround Service."

2. Eliminate Two-Calendar-Day Feature in Unassigned Work Train Service

The present rule (Article 3 (f)) in Western Canada provides that, when a crew is called for *unassigned* work train service, it must be paid continuous time for the first two calendar days, unless released from duty at a terminal before the expiration of such time. After the first two calendar days, such a crew would be paid not less than a minimum day for each calendar day held for service.

This rule means that if such crew is held for an excess of two calendar days, the first 48 hours of service must be paid for upon a continuous-pay basis.

Apparently this rule is rather unique, as no such provision is in effect on the Atlantic and Eastern Regions of the Canadian Pacific for unassigned work train crews, nor is any such provision to be found in the schedule rules applying to locomotive engineers (BLE) or locomotive firemen (BLF & E) on the Canadian Pacific system.

The rule is a long-standing one in Western Canada, but in the days of steam locomotives it was not so onerous in application, because it was often necessary to run the steam engine to a terminal for servicing, which enabled the unassigned work train crew to be released at the terminal and avoid the operation of the rule.

However, the situation has radically altered with the substitution of diesel locomotives for steam motive power.

The Company points out that, if emergency conditions (wash-out or slides blocking the track) occur and work must continue until a track is opened, and if this takes considerable time, the crew members are not required to work continuously but are permitted to take rest individually by spelling off one another.

Nevertheless, under such circumstances the unassigned work train crew would still be paid on the basis of continuous time even under the Company proposal for amendment of Article 3 (f) of the Prairie and Pacific Agreement.

The Company proposal is to eliminate the two-calendar-day provision from the Prairie and Pacific Agreement, and to substitute an amended rule to provide that unassigned work train crews on the Prairie and Pacific Regions be paid in the same way that such crews are paid on the Atlantic and Eastern Regions, viz.: for actual time worked with not less than a minimum day's pay for each day any service is performed.

This is the same basis upon which engineers and firemen are paid across the Canadian Pacific system in either Eastern or Western Canada.

Recommendation—This Board considers that the payment of continuous time up to two calendar days to unassigned work train crews is not warranted under present conditions, particularly as no such provision is found in Eastern Canada in respect to trainmen nor in Eastern or Western Canada in respect to engineers and firemen on the Canadian Pacific system.

Accordingly, this Board recommends that this schedule rule in Western Canada be amended to conform with the schedule rule in effect in Eastern Canada governing unassigned work train crews.

SECTION 3—EASTERN AND ATLANTIC REGIONS

1. Daily Guarantee in Wayfreight Service

Proposal: Eliminate daily guarantee in wayfreight service and substitute guarantee of 2,800 miles per month.

The schedule rules in Eastern Canada guarantee to regularly assigned wayfreight crews a payment of 100 miles per day

except when the run is cancelled on a Sunday or statutory holiday.

The Company proposal is to eliminate this daily guarantee and substitute a monthly guarantee of 2,800 miles (28 basic days) at through-freight rates.

The Company proposal draws support from the fact that the existing guarantee in Eastern Canada is not contained in the schedule rules governing trainmen in Western Canada, nor in other running-trades agreements on the Canadian Pacific system.

However, the Board Chairman considers that this Board is not in a position to fully assess the implications of this proposal, as the Company proposal was not supported by specific information as to crew earnings, time on duty, trips made per week and month, etc., which would place the Board in a better position to weigh the various considerations involved.

Recommendation—For the reasons given, this Board does not see fit to recommend the adoption of this proposal at the present time.

2. Assistant Conductors (Ticket Collectors)

The Company proposal is to amend Article 1, Clause (a) of the Atlantic and Eastern Regions Agreement to add a new classification of assistant conductor (ticket collectors) as follows:

	Rate Per Mile	*Rate Per Day*	*Monthly Guarantee*
Assistant Conductors (ticket collectors)	9.07¢	$13.60	$408.15

In addition, the Company proposes to revise Article 7 of the same collective agreement to provide that:

The rates specified in Article 1 for assistant conductors (ticket collectors) apply only to men regularly assigned as such for a period of two weeks or more, or to men relieving in such assignments. Men otherwise used as assistant conductors will be paid at conductor's rate.

This railroad operates a heavy suburban commuter service in metropolitan areas such as Montreal. On these suburban runs, heavy trains of 10 to 12 cars are operated on fast schedules, Monday to Friday, largely in an area of 24 miles.

The purpose of this proposal is to provide a new classification of assistant conductor on suburban passenger runs, at a rate of pay lower than that of a conductor and higher than that of a brakeman or baggageman. The assistant conductor would act as a ticket collector to ensure the satisfactory collection of passenger fares and would not be responsible for the operation of the train.

There does not seem to be any sound reason why an employee used in such a capacity should have to be paid the same rate as the conductor, who, in addition to his duties of collecting fares, is in charge of, and responsible for, the operation of the train.

It appears that provisions for assistant conductors are in effect on the Canadian National Railways, and no substantial reason has been advanced to this Board why the Canadian Pacific is not entitled to the same consideration.

Recommendation—For the above reasons, this Board recommends the adoption of this Company proposal.

B—COMPANY PROPOSALS RELATING TO YARD SERVICE

Section 1—System Wide

1. Individual Use of Members of Yard Crew

Proposal: Provide that yardmen may, if required, be used individually to accompany light engine movements between points within switching limits on the basis of continuous time.

This Company proposal is applicable to yard service only and is system wide in its application.

Full consideration has been given to the Company submissions in support of the proposal at pages 122 and 123 of the Company brief, and to the Brotherhood opposition to it at pages 111 to 113 inclusive of the Brotherhood Rebuttal, and to the Company Rebuttal at pages 143 to 146.

It appears that in the last contract settlement in 1958 between this railroad and this Brotherhood, a provision was included in the collective agreement for the use of individual members of the road crew at both the beginning and the end of the road trip.

Views of Board Chairman—There does not appear to be any substantial reason for permitting the use of individual members of a road crew at the beginning and end of a road trip, and not permitting the individual use of members of a yard crew at the beginning or end of a regular shift on a continuous-time basis.

However, it is considered that the wording of the Company proposal is too general

and may, as presently worded, permit some of the abuses the Brotherhood is concerned about.

Recommendation—This Board recommends that a provision be inserted in the schedule rules, upon a system-wide basis, designed to permit the Company to use an individual member of a yard crew to accompany a light engine movement between yards, change-off points and shop tracks, at the beginning or the end of his regular shift, upon the basis of continuous-time payment, provided that the light engine referred to concerns only the engine used by the yard crew during its shift.

2. Rule to Provide for Two-Man Yard Crew

At present, the schedule rules dealing with the consist of a yard crew provide that a yard crew shall consist of not less than one yard foreman and two yardmen, with certain named exceptions where a two-man yard crew (foreman and yardman) is permitted.

The Company proposal is to amend these schedule rules on a system-wide basis, to provide for the addition of other yards, where a two-man crew is authorized, from time to time, when [special] conditions arise during the term of the contract after negotiations have taken place with the Brotherhood as representing the employees.

In addition, the Company proposes that there be added to the appropriate rules a proviso that the consent of the Brotherhood to the change will not be withheld when it is demonstrated that a two-man crew is adequate to perform the service required of it.

Recommendation—This Board refers this matter back to the parties for discussion and negotiation between themselves.

SECTION 2—PRAIRIE AND PACIFIC REGIONS

1. Rotary Spare Board for Yardmen in Western Canada

The Company proposal is that the presently existing straight-seniority spare-board schedule rule for yardmen on the Prairie and Pacific Regions be amended to provide for rotary spare boards similar to those in effect on the Atlantic and Eastern Regions.

Under the straight-seniority spare board, the senior spare yardman is always subject to the first call for a spare trip in each 24-hour period. This has the effect of giving the senior man more or less full-time work.

The second senior man is then subject to the next call in each 24-hour period and so on down the list in order of seniority. Thus the senior men are able to monopolize most of the work while the junior men may get as little as two or three shifts in a semimonthly pay period.

On the other hand, the rotary spare board spreads the work by operating upon a "first-in, first-out" basis, which means that the spare yardman standing first out on the board is always called when a spare yardman is required and, when he completes his tour of duty, he is placed at the bottom of the spare board and must work his way to the top before he can again be called for duty.

Under this arrangement, each spare yardman works in his turn with each man having the opportunity to work the same number of times in a given period of time as every other man on the rotary spare board.

The rotary spare board is in effect for yardmen on the Atlantic and Eastern Regions and for all road service employees in both Eastern and Western Canada on the Canadian Pacific system. It is also in effect in respect to all engine service employees across the Canadian Pacific system in Canada.

Also, in the recent settlement (May 30, 1962) between this Brotherhood and the Canadian National Railways, provision was made for adoption of the rotary spare board for yard service employees in Western Canada.

As a result, the rotary spare board is in effect for all train service employees on the Canadian National system from coast to coast in Canada.

Recommendations—The practically universal use of the rotary spare board on the coast-to-coast systems of the two major railroads in Canada demonstrates the soundness of the view that the rotary spare board is a fair and equitable basis of dealing with the allocation of spare work, both from the standpoint of the employees and from that of the employer.

One prime result of its adoption is a more fair and equitable basis of sharing the available work among the employees entitled to it.

For the above reasons, this Board recommends that the straight-seniority board in effect in Western Canada for spare yardmen be replaced by a rotary spare board, and that the schedule rules on the Prairie and Pacific Regions be amended to conform to those in effect as to rotary spare boards for yard service on the Atlantic and Eastern Regions.

2. Amend Article 30, Prairie and Pacific Regions

Article 30 of the Prairie and Pacific Regions Agreement reads as follows:

"Changing Home Terminals

Home terminals for unassigned crews as at present established will not be changed except by mutual arrangement."

The Company proposes that this schedule rule be amended by the addition of the following:

"The concurrence of the General Chairman will not be unreasonably withheld."

No point would be served by reviewing the prolonged dispute between this Company and this Brotherhood over Wetaskiwin, Alta., which was an established unassigned home terminal for trainmen for many years.

It appears that there may be a difference of opinion as to whether the Company was obliged to compensate some employees when the terminal was closed. Whether the Railway Act did or did not oblige the Company to pay such compensation was a matter which, if not agreed upon, could have been processed through the proper channels in order to obtain a final decision.

It can hardly be said that a difference of opinion in this respect between the Company and the Brotherhood was any justifiable reason for the General Chairman concerned to withhold his consent to a change in the terminal, if such change was merited upon other and relevant grounds.

The language proposed by the Company to be added to the schedule rule is plain and simple and the meaning is quite clear. The present language provides that there will be no change except by mutual arrangement. All the proposed language does is make it clear that the General Chairman concerned will not unreasonably withhold his concurrence for a change.

What this means is that the General Chairman will not act arbitrarily and without justification in withholding his assent if it is shown by the Company that there is a sound and valid reason for the change.

The strong opposition put forward by the Brotherhood to this rather mild and innocuous language almost suggests that the Brotherhood desires to withhold its concurrence to a change of terminal whether or not it can be shown that such change is justified.

There does not appear to be any valid reason for the Brotherhood objection, particularly as any difference can in the last analysis be referred to the Canadian Railway Board of Adjustment No. 1.

Recommendation—This Board recommends this Company proposal, particularly as it considers that the concurrence of the General Chairman concerned should not in any event be withheld if, under the circumstances, it would be unreasonable to do so.

SECTION 3—ATLANTIC AND EASTERN REGIONS

N.B.: There is only one Company proposal under this heading.

1. Add Britt, Ont., to List of Yards Where a Two-Man Yard Crew is Permitted

Article 41, Rule 8 of the Atlantic and Eastern Agreement reads as follows:

"Consist of Yard Crew

A yard crew shall consist of not less than one foreman and two yardmen, except in the following yards, where crew will consist of not less than foreman and one yardman, and yardman will not be required to work with less than a full crew as specified."

Then follows a list of 12 yards where the crew will consist of not less than a foreman and one yardman.

Britt Yard is located at mileage 65.0 of Parry Sound subdivision at a point about midway between MacTier and Sudbury. Two oil companies have established liquid petroleum storage and distribution facilities at Britt. Their products are carried to Britt by boat, unloaded into storage tanks and transferred by means of loading standards into railway tank cars, for distribution to points throughout Northern Ontario.

The oil companies require placement of empty tank cars at loading standards and removal of loaded cars at various times throughout the day. For this work, one yard engine is used and is employed one shift per day, five days per week. The locomotive used is the smallest type of diesel yard engine in use on the Canadian Pacific system and is capable of handling only short strings of cars at a time, either loaded or empty.

The Company carried out a detailed study of the operations of the yard crew on July 25 and 26, 1961, and the results are set out in detail for both days at pages 117 to 120 inclusive of the Company brief.

The results may be summarized as follows:

	July 25	*July 26*
Switching time	4 hrs. 30 min.	4 hrs. 0 min.
Waiting loading, inspection, lunch and no work	3 hrs. 30 min.	4 hrs. 0 min.
Total time paid	8 hrs.	8 hrs.

The Company made the following observations as to the detailed study:

1. At no time during the day were more than two men engaged in giving signals, making couplings, handling switches or doing any other physical work involved in the switching operations.

2. No situation arose when signals could not be given directly to the engineman.

3. All cars were switched with air and pushed to a stop.

4. The extraneous duties performed by the foreman (who did not actually participate in the switching) consisted of calling at the oil

companies to ascertain requirements, to sign shipping bills, checking cars and making a lifting list for main-line trains, keeping in touch with station agent by 'phone. Of these duties, checking the cars and listing them for pickups was the only duty which might have added to the time worked by the crew. This would have taken 10 minutes.

5. The days upon which the detailed study was made are typical. There could, of course, be some slight increase or decrease on certain days in the amount of switching required.

Views of Board Chairman—Very careful consideration has been given to the material presented to this Board upon this proposal.

The Brotherhood attacks the Company detailed study on the basis that it was made unilaterally, but that is not a valid criticism in my opinion.

There is no obligation on the part of the Company to call the Brotherhood in when a detailed study is made.

If there are errors of any consequence in the Company detailed study, it should not be beyond the ability or the means of this Brotherhood to bring these errors to the attention of this Board.

Statements by the Brotherhood that the Company detailed study "is not worth the paper it is written on" and that "even if accepted at its face value establishes absolutely nothing" are of little weight or consequence unless backed up by facts to support them.

The Brotherhood reply to this Company proposal seems to be based upon broad generalizations of this nature with little or no facts in support.

The material presented by the Company include a detailed description of the physical characteristics of the spur line between the main-line switch near the station and the dock, including the curvature and gradients, the chainage and an engineer's plan showing Britt Yard.

A careful review of all the material indicates that there does not appear to be any safety factor involved that would require a 3 man yard crew, and the work load itself would appear to be rather light even for a two-man ground crew, as is evidenced by the fact that on the two days in question, it was carried out by *two* men in the respective times of 4 hours and 30 minutes and 4 hours and 0 minutes.

Recommendation—This Board considers that the Company has met the onus resting upon it of establishing that it is entitled to the relief claimed at Britt Yard, and this Board recommends that Britt, Ont., be added to the list of yards at which the yard crew may consist of a yard foreman and one yardman.

Conclusion

Upon behalf of the whole Board, the Chairman wishes to express its appreciation to the parties for the assistance rendered in clarifying the issues involved.

For himself, the Chairman acknowledges his indebtedness to the skill and experience of his colleagues in this particular field.

(*Sgd.*) J. B. ROBINSON,
Chairman

(*Sgd.*) R. V. HICKS,
(*Subject to attached addendum*)
Member

Dated at Haileybury, Ont., the 17th day of August, 1962.

MINORITY REPORT

It is with regret that I have to report that the Conciliation Board of which I have the honour to be a member has been unable to effect a settlement in the dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway.

There are many matters in dispute between the parties, but the paramount issue is that of wages. The Brotherhood has asked for an increase of 18 per cent across the board, but in a recent settlement with the Canadian National Railways under almost exactly similar circumstances, agreement was reached on the several matters in issue involving an increase in wages of 8 per cent. This percentage the Brotherhood regards as its irreducible minimum, and at a meeting of the Board and the parties in Montreal on June 11, 1962, so intimated to the Canadian Pacific management. The Company's reply was a curt and emphatic refusal.

The Company's representatives refused to negotiate with the full Board in the presence of the Brotherhood's negotiating committee, and communicated its stand in private behind closed doors to the Board Chairman, who in turn informed the Board and the Brotherhood that further attempts at negotiation would be futile. No negotiation took place; no counter offer was made, nor was there any further discussion at this meeting of the various other matters in this dispute, although the Board is in possession of informative briefs that have been read and presented to the Board by the parties during a series of meetings that commenced in September 1961, and terminated in February last.

In view of this uncompromising stand on the part of the Company, further efforts by your Board to conciliate the dispute are impossible, and it becomes my duty and that of my colleagues to report to you on the issues involved.

As I have already started, the paramount issue is that of wages. The Trainmen in their initial requests had asked for an increase of 18 per cent applicable to all rates and arbitraries, and in support have urged, among other facts, the very great increase that has taken place in the productivity of the Canadian Pacific Railway system. In recent years, the Company's trains have become longer, heavier and travel at much higher speeds than in former times, the result being that real wages per ton-mile have actually decreased during the past decade.

The decline over the years in the purchasing power of the Canadian dollar is also to be considered, and particularly so in view of the recent devaluation of Canadian money and the consequent advance in prices already reported, together with inevitable further increases in the cost of living.

There is some difficulty to be encountered in making effective comparisons between wages of comparable groups in industry generally with those paid the operating employees in railroad service, due largely to differing methods of payment and conditions of labour, but this difficulty does not arise in comparisons within the railway industry itself.

Management has very properly maintained on many occasions in the past that progress in wage rates must be fairly distributed, so that no group be subject to discrimination. In its settlement with the brotherhoods of its non-operating employees in 1961, the Canadian Pacific management granted an increase in wages amounting to 8 per cent. This advance applied to both Canadian National and Canadian Pacific employees, and it was one of the circumstances upon which I based my recommendation, as a member of the Conciliation Board that dealt with the dispute between the Brotherhood of Railroad Trainmen and the Canadian National Railways, that the trainmen employees of that railway be granted a similar 8 per cent increase.

In a settlement recently effected, the parties to that dispute have acted in accordance with my recommendations. Trainmen's wages on the Canadian National Railways have been advanced 8 per cent over a contract period of 31 months, 3½ (three and one-half) per cent of which is retroactive, as follows:

1. Effective June 1, 1961, an increase of 1 (one) per cent.
2. Effective December 1, 1961, a further increase of 1 (one) per cent.
3. Effective June 1, 1962, a further increase of 1½ (one and one-half) per cent.
4. Effective December 1, 1962, a further increase of 2½ (two and one-half) per cent.
5. Effective June 1, 1963, a further increase of 2 (two) per cent.

This is a total advance of 8 per cent, and is for a contract period from the expiration of the former collective agreement on the 31st of May, 1961, to the expiration of the current renewal agreement terminating on the 31st of December, 1963, a period of 31 months.

There could be no more cogent circumstances than this in the consideration of the current dispute: the Trainmen who operate the trains of the Canadian Pacific Railway are in no respect inferior to those employed by the Canadian National Railways, and they are not to be expected to accept a lower standard of remuneration. Their employer should not provoke industrial hostilities by insisting that they do so. Why should the Canadian Pacific Railway desire to pay its operating employees less than is paid by its only real railway competitor?

Nor is there any element of hardship to the Canadian Pacific Railway Company involved in the 8-per-cent increase in question, for the Government of Canada has already given to the two railways money sufficient to enable them to extend the non-ops pattern of wage advance to all railway employees in Canada. In an appropriation of fifty million of public money by way of railway grant, the Parliament of Canada has purchased industrial peace on these public utilities and the Canadian Pacific management is not now at liberty to chisel on the rate and pocket the saving.

While senior employees in the running trades are fairly well paid, theirs is responsible service and these employees have worked their way up through many years of sub-standard wages in a rough and uncertain employment.

The public hears frequently, however, of the earnings of the select few in railroad service who have finally reached the top of their profession, but seldom indeed is anything said as to the take-home pay of railway men in the junior categories. However, from tables supplied by the Canadian Pacific management to this Board, it is admitted that 9.8 per cent of all trainmen in the running trades and 10.4 per cent of all yardmen earn in that railway's service less than $2,000 per annum. In this combined category, 10.6 per cent earn less than $1,000 per annum. Also, 14.7 per cent of the roadmen and 21.2 per cent of yardmen earn less than $3,000 per annum. 24.7 per cent of men who have reached conductor standing earn less than $6,000 per annum.

In the light of these admitted facts, and in view of the present drastic decline in value of the dollar, and the consequent increases now in effect and prospective in the cost of living, the Brotherhood is

amply justified in my opinion in insisting upon a substantial increase in rates.

It is my recommendation that in the renewal of the collective agreement that must soon be effected, the wages of trainmen in both road and yard service be increased as on the dates and in the percentages listed above, in a contract to terminate on the 31st of December, 1963.

It is regrettable that the Chairman of the Board does not join with me in this obvious decision. Following the settlement between the Brotherhood and the Canadian National Railways, in which the Chairman's recommendation of a 6½-per-cent increase was rejected and my recommendation of an 8-per-cent increase was adopted by the parties, this Board, dealing with the dispute between the Brotherhood and the Canadian Pacific Railway, was reconvened, but with the unsatisfactory results above noted.

The Company representatives refused to negotiate in the presence of the full Board, and the Chairman announced on behalf of the Company after a private session with the management that further attempts towards settlement on the part of the Board would be futile. There then followed a long delay in which the Chairman has been engaged in the discharge of other duties.

However, the Chairman's report is now in hand, in which he refers to his findings as recommendations of the Board. Technically, he is right, for when the members of the Board disagree, the Chairman's report is deemed to be that of the Board, but in actual fact this document has been prepared without consultation with me, although I sent him a written statement of my views. This document is therefore the Chairman's report and not that of the Board, as he alone is responsible for its preparation and the statements which it contains.

On the most important question, that of wages, the Chairman is neutral. He notes conclusive reasons why the parties should agree upon an 8-per-cent increase, such as I recommended in the Canadian National dispute and which the parties accepted applicable in a 31-month term of contract. This settlement, he says, is almost impossible for the parties to ignore because:

1. It is the most recent development in the railroad industry in Canada.
2. The employees involved are members of the same Brotherhood.
3. The Canadian National is the only other major railway in Canada.
4. Since 1939, wage settlements between the two major Canadian railways have been of the same order.

He says it is hardly to be expected that the trainmen employed on the Canadian Pacific Railway will accept a settlement, such as he has recommended, in the order of 20 per cent less for a contract period five months shorter. He concludes that if a settlement is worked out between the parties, it will probably be on the basis of the wage increases granted by the Canadian National Railways in the recent settlement.

All this is, in my judgment, sound and very compelling. At this point, one would assume that the Chairman agrees with me that the parties should settle at once on an 8-per-cent increase in wages in a 31-month extension of the collective agreement, and that he so recommends.

"However," says the Chairman, "as the Board Chairman has gone on record in the Canadian National dispute in recommending 6½ per cent for a three-year contract, it is not to be expected that, in this Canadian Pacific dispute, he should make an about-face and recommend a different figure."

In other words, he would rather be what he thinks is consistent than what he knows to be right. Because he was obviously mistaken in his Canadian National Railways recommendation he would save face by continuing to be mistaken in his Canadian Pacific Railway recommendation, apparently overlooking the fact that the conditions upon which he based his previous recommendation have been so changed by the Canadian National Railways settlement that he may now, with perfect consistency, alter his recommendation in conformity with the change.

What he does do is to duck the issue, reduce his report on wages to a nullity and recommend that the parties "sit down" and negotiate the amount of the wage increases required.

Then, to further muddy the waters, the Chairman mentions the recently reported settlement between the non-operating unions and two major Canadian Railways, which he commends to the consideration of the parties as, he says, no time is available to him to assess its implications. Obviously, whatever these implications may be, they have no bearing upon the present issue. The Brotherhood's request for an 8-per-cent increase is based upon a previous non-op settlement, not on this one. This recent increase to the non-ops, which is not yet ratified, has taken place months after the issue was joined in this dispute, the argument completed, and with the decision long overdue.

As the Chairman's report lacks any recommendation as to the amount of the prospective wage increase, it may be disregarded in this connection and my recommendation as above accepted for immediate settlement.

I might also point out that since the Canadian National settlement, the Brotherhood of Railroad Trainmen and the Sydney & Louisburg Railway, with the assistance of a Conciliation Board under the Chairmanship of Judge A. H. McKinnon of Antigonish, N.S., reached a wage settlement of 8 per cent for a 31-month contract identical to the Canadian National Railways settlement.

It is also worthy of note that, while the wage dispute with the Canadian Pacific Railway has been before a Conciliation Board for over a year, the dispute between the Brotherhood of Railroad Trainmen and the Sydney & Louisburg Railway was settled in two days, as stated in the following excerpt from the August 11 edition of The Cape Breton Post;

"The Conciliation Board, headed by District Judge A. H. McKinnon of Antigonish, went into session with the disputants at 10.00 a.m. Thursday and the session adjourned at 3.00 a.m. Friday, only to resume at 10.00 a.m. Friday. Shortly after noon the Board succeeded in bringing the two parties together in agreement and the session adjourned at 2.00 p.m. Friday.

While a considerably longer time is justifiable in the within dispute, a whole year's delay is unreasonably long.

While I have said that rates of pay are the principal subject of contention in this dispute, they are by no means the only item in issue, and the parties would be guilty of a serious error in judgment were they to neglect the many other matters before the Board. I shall deal with them as concisely as possible.

Annual Vacations

The current collective agreement provides for four weeks annual vacation with pay to trainmen employees after the conclusion of 35 years service, and the Brotherhood has requested that this long-service requirement be shortened to 20 years.

The Company has already conceded the four weeks vacation to its non-operating employees, effective after 25 years of service, and has expressed itself to the Board as prepared to consider a similar concession to its trainmen.

In the recent settlement between the Canadian National Railways and the Brotherhood of Railroad Trainmen, it is provided that all employees who have 25 or more years of credited service shall be entitled to receive four weeks vacation with pay, effective June 1962. The Brotherhood should accept the 25-year compromise; the Canadian Pacific management is in no position to refuse it, and I join with the Chairman in recommending it to both parties.

Statutory Holidays

The Brotherhood has asked for eight statutory holidays for both trainmen and yardmen in all classes of service. Yardmen in the Canadian Pacific employ now receive seven statutory holidays per annum, but unfortunately trainmen in road service get none.

However, it is pointed out by the Chairman that no railway road service on the North American continent is paid for statutory holidays. The Canadian National has, however, conceded that when a statutory holiday falls upon a yardman's assigned day off, he should be compensated for its loss and, if it falls in vacation, he shall receive an additional vacation day.

I recommend that provisions similar to those immediately above mentioned with regard to yardmen be included in the settlement of the within dispute and, I regret that under these circumstances, the subject of statutory holidays in road service must remain as at present during the currency of the forthcoming collective agreement. In this recommendation, I am in substantial agreement with the Chairman.

Interchangeable Rights

The Brotherhood has asked for a rule for interchangeable rights as between road and yard service employees, subject to approval by individual General Committees. The purpose of the proposed change is to maintain continuity of service for those already employed, and to avoid the anomaly of hiring new men in one of the crafts while experienced workers are being laid off in the other craft. I joined in the Board's recommendation in the dispute between the Brotherhood and the Canadian National Railways on the expressed understanding that the interchange would be on a "top and bottom" basis, as opposed to "dovetailing" of seniority, with no retroactive rights granted in either seniority group.

In the current settlement between the Brotherhood and the Canadian National Railways, an agreement in principle was reached to be applicable in both Eastern and Western Regions and to become effective on or before the 1st day of June, 1963.

Conditions of the two major Canadian railways are quite similar in respect of interchangeable rights, and I recommend that the parties in this dispute enter into an agreement similar in principle to that agreed upon between the Brotherhood and the Canadian National Railways. In this recommendation also, I am in substantial agreement with the Chairman.

Mileage Limitations

Due to economic conditions of unemployment and the reduction in staff as a result of diesel and other technological changes, and in order to promote equity in the distribution of the work, the Brotherhood has sponsored mileage limitation in road service. As employees are paid on a mileage basis, it is agreed that when senior men have accumulated a quota of miles, they shall lay off to give those of junior seniority an opportunity to earn a living.

In the recent agreement between the Brotherhood and the Canadian National Railways, the limitations have been set for both East and West at 4,300 miles per month in freight service and 6,000 miles per month in passenger service. In the current collective agreement between the Brotherhood and the Canadian Pacific Railway, there is considerable diversity in this respect. In freight service in the East it is 4,500 miles and in passenger service it is 6,250 miles, while in the West the agreement is silent as to mileage limitations.

For the sake of uniformity, I recommend that the Canadian National mileage limitations of 4,300 freight and 6,000 passenger be adopted in the prospective Canadian Pacific settlement, as does the Chairman, and I adopt his proposals that:

1. Records of mileage be kept by the Company.
2. Penalties be provided for the individual exceeding the limitations.
3. The Company and the Brotherhood assume joint responsibility for enforcing the limitations rule, apart from the cost of the clerical work involved, which shall be borne by the Company.
4. The Company be not subject to penalty claims when, due to the error or oversight of the crew clerk, an employee is not taken off mileage of the limitation period.

Regional Rules in West

Since 1955, representatives of the Brotherhood in Western Canada and representatives of the Company have spent many months in negotiations on regional rules with a view to a revision of the collective agreement. No revision of these rules has taken place since the late twenties and, in 1959, a Conciliation Board recommended that the parties enter into discussion on the subject.

Such negotiations took place in consequence, and tentative agreement was reached on most matters in dispute. These negotiations should now be concluded and "finalized," and the results incorporated in the forthcoming collective agreement.

Regional Rules in East

There are a number of regional requests from the Eastern Division, all of which have merit, and a number of which must be considered. According to Article 23 (d), trainmen held off work on the Company's business or order are paid for mileage lost and reasonable expenses "if away from home," but not otherwise.

It is not reasonable that the Company may hold men on its business or order without compensation. The phrase "if away from home" should be deleted from the article. So too, trainmen called as witnesses by the Company are paid if "detailed from duty," and not otherwise. Similarly, the words "detained from duty" should be eliminated.

Called and Cancelled

Article 25 provides that trainmen when called for duty and not required are paid a minimum of 37½ miles. Rule 21 provides that under similar circumstances, regular yardmen receive eight hours pay and spare yardmen receive three hours pay. According to the Company however, these men, when called and not used, must have "reported for duty" before becoming entitled to compensation, thus excluding men who are called perhaps in the middle of the night, dress, get breakfast, and when about to leave home, are told that the call is cancelled or set back.

According to the Company's interpretation, they get nothing. This is not right, and the article and rule should be amended to clearly state that men called shall receive, in any event, a minimum payment. On the Canadian National Railways, men called and who later have their call cancelled, receive fifty miles remuneration. The Chairman recommends that the rule be widened so that men called and the call cancelled prior to their reporting for duty be paid as follows:

Roadmen	18¾ miles
Regular yardmen	4 hours
Spare yardmen	1½ hours

I will "go along" with his recommendation.

Investigations—Responsibility

It is asked by the Brotherhood and conceded by the Company that an employee, when giving a statement or statements of the facts as he knows them in the course of an investigation, should not be asked or required to assume responsibility for the subject matter of the inquiry, and this principle should be spelled out in the rules for the guidance of both workers and officials concerned. When found responsible in whole or in part, the employee should be notified of the decision promptly, not more than 15 days after the holding of the investigation.

The necessity for the installation of Coleman oil lamps in cabooses in the Eastern Division, as has been done in the West, is obvious, and in addition, the backs of seats in cupolas should be surfaced with foam rubber in order to absorb some of the shock which men on lookout suffer in modern fast-moving freight trains, and I join in the Chairman's recommendations with two additions.

I would also recommend in favour of the Brotherhood's requests for the installation of safety glass in cupolas of cabooses, and the replacement of coal and wood stoves by oil burners. The Brotherhood demonstrated conclusively before the Board, cases of injury due to lack of safety glass, and I understand safety glass and oil burners are being installed in Canadian National Railways cabooses.

Allocation of funds by the Company's committee on appropriations for oil burners was recommended by the Anderson Conciliation Board Report dated August 27, 1959, and to date the Company has done nothing.

I join the Chairman in his recommendation that first-aid kits, air hoses, emergency knuckles, hammers, cold chisels, pipe wrenches and small cables be supplied on diesel engines.

Company Proposals

The Chairman has dealt with Company demands as follows:

1. *The Elimination of all Arbitrary Payments and Special Allowances (Eastern and Western Regions)*—This sweeping proposal would eliminate all payment for such items as initial and final terminal delay, junction switching, work train service enroute, loading and unloading stock, running off main track, snow plowing or flanging, doubling, handling government mail and customs allowance.

I concur in the Chairman's views that these proposals are too wide sweeping to be realistic, and I would dismiss them in toto.

2. *Straightaway and Turnaround Service (Eastern and Western Regions)*—The Chairman recommends that Article 14 (b) of the Atlantic and Eastern Agreement be amended to allow crews to be called for turnaround service if the distance from the initial terminal to the objective terminal is less than 100 miles.

He further recommends that the rule as amended be incorporated in the Western Agreement. He points out that, in the recent dispute between the Canadian Pacific Railway and its locomotive engineers and its firemen (BLE and BLF & E), a similar proposal made by the Company was recommended by the Anderson Conciliation Board, and the new rule was incorporated in the respective collective agreements during recently concluded settlements.

It is my understanding that when settlement was reached between the Canadian Pacific Railway and its engineers, an arbitration was agreed on to settle the question as to whether or not engineers could be called in turn around service when the distance from the initial point to the objective terminal was less than 100 miles. Possibly the Chairman has information as to the outcome of this arbitration, of which I am not in possession.

In any event, if the arbitration was held, I might recommend its findings for the *Eastern* Agreement but I do not recommend the adoption of the Eastern Article 14 (b), amended or otherwise, in Western Regions, as conditions in the West and other rules differ drastically from those in the East. I will deal further with this matter under the Chairman's recommendations to eliminate the existing Short-Run and Short-Turnaround Rule (so-called Automatic Release Rule) in the Western Agreement.

3. *Elimination of Payment of Freight Rates for Crews handling Passenger Trains (Eastern and Western Regions)*—The Chairman, while recognizing that any change in these rules could lead to abuses, recommends in favour of the Company proposal and states "If there is any danger of the Company taking advantage of the proposal to attempt to pay passenger rates for the operation of freight trains, this can readily be taken care of by proper safeguards inserted in the schedule rules."

The Chairman fails to realize that the "proper safeguards" he speaks of are contained in the very rules that he would abolish and that have been negotiated over the years in relation to the handling of freight cars on passenger trains and freight crews manning extra passenger trains. These safeguards he so lightly dismissed when recommending in favour of the Company's blanket proposal.

I cannot concur in such a recommendation to wipe out long-standing, well-proven and effective safeguards against abuses in favour of the new and unspecified safeguards, which he says might be inserted.

4. *Uniform Payment for Deadheading (Eastern and Western Regions)*—The Chairman points out that there are circumstances in which the Company is required, under existing rules, to pay freight crews deadheading on passenger trains at freight rates. Freight rates on a mileage basis are of course higher than passenger

rates, due to the usually higher speeds of passenger trains.

Were passenger rates paid at all times for deadheading on passenger trains, the Company would of course save money at its employees' expense. The Chairman, however, goes much farther than this argument could possibly justify. The Company is asking for uniformity in deadheading rates and the Chairman recommends that the lower passenger rates be paid for deadheading "regardless of the class of service on which the deadheading is carried out." That means that he would pay passenger rates for deadheading on the slower moving freight trains, including local or wayfreight trains, which switch enroute and stop at every station.

He ignores the time element and discomfort of freight train travel and the rigors of slack action in the caboose of long freight trains, something for which crews of freight trains receive the higher rates together with additional compensation, depending on the number of cars in the train.

Generally speaking, the rules presently in effect provide for compensation to crews deadheading on a basis the same as for the crew operating the train. Thus, on the Canadian National Railways, crews deadheading on freight trains are paid at freight rates, as are crews on the Canadian Pacific Railway. This is as it should be and is on every other railway in Canada, and I presume in the United States.

What the Chairman suggests would be highly discriminatory against employees of the Canadian Pacific Railway and I need hardly add that I do not join in such a recommendation.

5. Elimination of Daily Guarantee in Work Train Service (Eastern and Western Regions)—I join the Chairman in his rejection of this Company proposal for the reasons he states and others that I need not elaborate.

6. Eliminate the Existing Short-Run and Short-Turnaround Rule (so-called Automatic Release Rule) in the Western Agreement, which provides for the Automatic Release of Crew on Arrival at Terminal, regardless of Miles Earned, and substitute therefor Article 14(b) of the Agreement Governing Conductors and Trainmen on the Eastern and Atlantic Regions, including the Addition to this Article proposed by the Company (Western Region)—Some of the examples of payments under the automatic release rule appear on first sight to be unreasonable, but it must be borne in mind that the Westerners retained their arbitraries and special allowances in the alternative to time and one half for overtime. In consequence, overtime is not paid in the Western Region, as it is in the East.

Now the Chairman recommends the adoption of the Eastern short-run rule and the abolition of the automatic release rule, ignoring entirely the overall picture. I can visualize cases of long hours at low pay, were such protective rules as that of the automatic release abolished, while the employee affected lacked the security and protection of the time-and-one-half rule such as is in effect in the East.

It must be borne in mind that the Eastern and Western agreements differ materially, and that the application of the Western rules are of such complexity that the mere recommendation by the Chairman of his casual cure-all may be expected to bring about a most undesirable reaction and dire consequences were the recommendation adopted.

This entire matter is so complex, and the possibility of real hardship to Western employees engaged in the service affected would be so real if an ill-considered amendment were adopted, that problems such as the Chairman imagines should be dealt with by the parties themselves, who fully comprehend the conditions in question and know the territory involved, and so recommend.

7. Elimination of Two-Calendar-Day Features in Unassigned Work Train Service (Western Region)—The Chairman recommends the elimination of the rule in force in Western Canada that crews called for unassigned work train service be paid continuous time for the first two calendar days, or until released from duty at a terminal.

On the conclusion of the first two days, such crews are paid not less than a minimum day for each calendar day held for service. The frequency of rock slides and washouts in mountainous territory, where crews frequently work both day and night under emergency conditions, both explains and justifies this rule, which is of long standing.

The chief ground advanced by the Chairman for his suggested abolition of the rule is that it is not incorporated in the Atlantic and Eastern Agreements of the Canadian Pacific Railway for unassigned work train crews, nor does it apply anywhere else on the Canadian Pacific system. Well, naturally, the rule is designed for work train service in the mountainous regions, and the Rocky Mountains are not located in Eastern Canada, but a similar rule is contained in the

Trainmen's agreement with the Canadian National Railways for the protection of men on work trains in mountain territory.

This suggestion that the work train rule be taken from the work train men on the Canadian Pacific again emphasizes the advisability of leaving to Western representatives who know something of Western conditions the task of revising Western rules. I do not join in this Chairman recommendation.

8. Changing Home Terminals (Western Region)—Article 30 of the Prairie and Pacific Regions Agreement provides that "home terminals for unassigned crews as at present established will not be changed except by mutual arrangement." This involves the consent of the Brotherhood's General Chairman of the locality affected, and assures that the interests and welfare of the employees as well as that of the Company will be considered. Thus many alterations of home terminals have in the past been worked out by the parties, with the minimum injury possible to the workers and their families, under the circumstances.

The Company now proposes that: "The concurrence of the General Chairman shall not be reasonably withheld."

The Chairman recommends in favour of the Company's proposal on the ground that concurrence should not be withheld if, under the circumstances, it would be unreasonable to do so. That sounds logical, but is it? He implies that it would be unreasonable to withhold consent "if it is shown by the Company that there is a sound and valid reason for doing so."

What he overlooks is that there is invariably a "sound and valid reason" on the part of the employees for not doing so, at least until the costs and damages have been fairly distributed. This the Chairman sweeps aside, saying: "There does not appear to be any valid reason for the Brotherhood's objection, particularly as any difference can in the last analysis be referred to the Canadian Railway Board of Adjustment No. 1."

It should be appreciated that the changing of home terminals is a most grave and serious matter for the railway employees affected, for it destroys homes and uproots families from the towns and communities in which they are established. Unless it is intended to consider the interests and convenience of the Railway only, a determination of the question as to whether the withholding of concurrence by the General Chairman is reasonable or unreasonable would indeed require a panel of Solomons. His action might well be considered unreasonable by the Company, and not at all by the families he represents. Who, the Brotherhood asks, would determine the terms of such a reference and who would define what is to be considered "reasonable" and what "unreasonable."

The employees were not consulted, nor were they required to be consulted, when the existing home terminals were established, and they should not now be required to bear the burdens of change, with its consequent destruction of homes and uprooting of established families and the expense and financial loss involved, simply because the Company can demonstrate some possible convenience or economy to itself by a proposed change. Is the General Chairman of the Brotherhood to be charged with unreasonableness should he not immediately agree to the Company's proposal? Of course, the Company would like to escape from the necessity of reconciling the employees' welfare with its own interests, as is at present required.

The right of the Brotherhood to appeal to the Board of Adjustment does not provide a solution. Were the Chairman's recommendation accepted, and the Company thus allowed to override the objections of the General Chairman, the change of home terminal would be an accomplished fact long before the employees' grievance could be heard by the Board of Adjustment. In other words, the deed would be done, the families uprooted.

I do not concur in the Chairman's recommendation that would still further widen the gap between the Company and its employees and further the disruption in family life in the railway industry.

9. Add Britt, Ont., to the List of Yards where Two-Man Yard Crew is Permitted—Provision is made in the Eastern Region Collective Agreement for operation in certain yards of two-man yard crews, rather than the standard three-man crews. The Company asks that the yard at Britt, Ont., be added to this list, and it bases its request on what it calls a "detailed study" of the yard's operation on the two days only of July 25 and 26, 1961. The Chairman concurs, but I do not.

A two-day study such as that submitted to the Board is too short, and it need not have been unilateral. In my opinion, the evidence produced by the Company was not sufficient, nor was the proposal sufficiently explored by the Board to warrant a favourable recommendation.

General Remarks

As you are aware, Honourable Sir, I have served in the past on many Boards

of Conciliation, and it is because I am deeply concerned, as to the continued successful operation of the conciliation procedure, that I call your attention to the inordinate delay in the functioning of this Board.

The collective agreement between the Canadian Pacific Railway and the Brotherhood of Railroad Trainmen terminated on the 31st day of May, 1961, and notice for renewal was served by the Brotherhood on April 1, 1961, in accordance with the terms of the collective agreement. The within dispute has therefore been in progress for some 16 months.

A Conciliation Board was duly appointed, and the Board's first meeting was held on September 22, 1961, now 11 months ago.

Subsequent meetings were held on weekends at the request of the Chairman, with long intervals between sittings. It should not be overlooked, however, that both the Chairman and the writer were members also of a Conciliation Board dealing with the dispute between the Brotherhood of Railroad Trainmen and the Canadian National Railways, but the meetings of the Canadian National Railways Board were also by the Chairman's arrangement, of an intermittent week-end character, with consequent depressing intervals.

While the Conciliation Board failed to solve the dispute between the Brotherhood and the Canadian National Railways, agreement was finally effected by the parties themselves on the 30th of May, 1962.

Following this settlement between the Brotherhood and the Canadian National Railways, a meeting of this Board was convened on the 11th of June, 1962, but without fruitful results, due chiefly to the Company's unrealistic position on the question of wages.

The Chairman advised all concerned that he would consult the other Board members and proceed to render the Board's report. The members of the Board have not been convened and I have not been consulted. We have now reached the latter part of August, a delay of over two months since our final meeting with the parties, and I am just now in receipt of the Chairman's Report prepared without consultation with me, and I presume, without consultation with the Company nominee. This is almost one year since the Board's appointment.

Such delay as I have described, which is the fault of neither the Brotherhood nor the Company, is unwarranted and constitutes an injustice to the parties. During the course of this year, other groups of employees in the railway industry with 25 years of service have been granted and are enjoying four weeks vacation. The holiday season is now nearly past and this benefit is lost for the summer to the Trainmen in both road and yard service. This is but an illustration of what may have been lost to the parties by the intermittent and long-drawn-out Conciliation Board proceedings, which now finally conclude without resolving the dispute.

I am calling this feature of this Board's proceedings to your attention, because if conciliation procedure is to perform its function successfully, greater promptitude is essential.

All of which is respectfully submitted.

(*Sgd.*) A. W. ROEBUCK,
Member

Toronto, Ont., August 23, 1962.

ADDENDUM OF COMPANY NOMINEE

It will be noted that the recommendation contained in the Report concerning the wage issue is exclusively that of the Chairman, and while I am pleased to subscribe generally to his Report, with the utmost respect I do not find myself in agreement with his recommendation in this matter.

In particular, I respectfully disagree with his observation that "it is almost impossible for the parties to ignore the settlement with the Canadian National at the 8-per-cent figure . . . " In my view, the Chairman has placed improper emphasis on this other settlement in the light of all of the other major settlements that have taken place in respect of both railways this year.

Reviewing briefly the railway settlements, both of the Canadian Pacific Railway and Canadian National Railways, the Brotherhood of Locomotive Engineers settled on the basis of a three-year agreement providing for wage increases aggregating 6½ per cent during its term. The Brotherhood of Locomotive Firemen and Enginemen also settled with the Canadian National Railways for the same increase of 6½ per cent in passenger and hostling service (and 4 per cent in freight and yard service) for a three-year agreement. The same brotherhood settled for a somewhat lesser amount for the same term of agreement with Canadian Pacific Railway.

Accordingly, there have been no less than five settlements in the railways' running trades that provide for an increase of 6½ per cent or less during three-year agree-

ments. By virtue of these comparative settlements alone, this Brotherhood's settlement, as exacted under a strike dead-line on a nationally-owned property in a somewhat accommodating political climate, there being a federal election in progress at the time, is inapplicable. Virtual victimization of one employer, to the extent that he is forced to depart from relevant pattern settlements upon his own property as well as elsewhere, I respectfully submit does not justify recognition of it by Canadian Pacific Railway.

More recently, both railways have settled with unions representing their non-operating employees for progressive wage increases totalling 8 cents per hour during a two-year agreement, together with the establishment of a compensation fund by the contribution of 1 cent per hour by the companies. This more recent development is of particular importance, because it serves to demonstrate still further that this Brotherhood's request for an 8-per-cent increase is entirely inequitable.

In view of the foregoing considerations, it is my view that, rather than being obliged to give any weight to this Brotherhood's settlement with the Canadian National Railways, Canadian Pacific Railway can neither ignore nor should it be expected to go beyond the settlements so recently consummated with its other unions.

Additionally, an examination of the merits of the Brotherhood's case reveals that it failed to establish any valid reasons for any increase whatsoever. No concrete evidence was submitted to justify its request of an 8-per-cent increase. Whatever support it may have felt it had in the settlement for this amount with the Canadian National Railways is surely now completely discredited in view of the national austerity measures, which have since been introduced, and which are undoubtedly reflected in the subsequent settlement concerning the non-operating employees.

Having regard to all of the foregoing, I would recommend that the wage increase should not exceed 6½ per cent during the term of a three-year agreement, and that the final quantum of the increase should be relative to the degree to which the Brotherhood accepts the recommendations in the Report concerning the changes to the rules and arbitraries as requested by Canadian Pacific Railway.

All of which is respectfully submitted.

(*Sgd.*) R. V. Hicks,
Member

August 21, 1962.

Report of Board in Dispute between

Sydney and Louisburg Railway Company and Brotherhood of Railroad Trainmen

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Sydney and Louisburg Railway Company, Glace Bay, N.S., and the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge A. H. McKinnon of Antigonish, N.S. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Robert C. Sykes of Beaurepaire, Que., and J. L. Dubinsky, Q.C., of Halifax, N.S., nominees of the company and union, respectively.

The Report is reproduced here.

1. A conciliation board was appointed herein consisting of Chairman Judge A. H. McKinnon, Robert C. Sykes and J. L. Dubinsky, Q.C.

2. The terms of reference were as follows: "To effect agreement between the parties on the matters on which they have not agreed."

3. The board was appointed on the 4th day of July, 1962, and formal hearings were commenced at 10:00 a.m., August 9, at Sydney, N.S. The initial hearing was continued until 2:45 a.m., August 10, and reconvened at 10:00 a.m. the same day, continuing until 1:00 p.m.

4. Evidence and submissions were taken during the course of the said hearings, and conferences were held with subcommittee groups of the parties herein.

5. The board is pleased to report that the said conferences resulted in reducing the area of disagreement until both company and union indicated that they were prepared to recommend the acceptance of a collective agreement based on the following terms:

(1) Length of agreement, thirty-one (31) months from May 31, 1961.

(2) The CNR wage adjustment to apply herein.

(3) A joint committee to seek suitable contributory pension plan. An actuary, agreeable to both parties, to be retained for this purpose. Costs of actuarial study to be shared equally. If feasible and suitable plan determined, Company General Manager to recommend acceptance.

(4) Company agrees that employees will receive benefit of statutory holiday provision while on vacation.

(5) The "Hub Day Switcher," now using two men, to be increased to three men, whether or not a yardmaster employed.

(6) Conciliation board to recommend that, where possible, overtime will be eliminated and Art. 7A of present collective agreement adhered to.

(7) Conciliation board to recommend that operations at the Pier, under the old "Wash Plant" be remedied or discontinued.

(8) Conciliation board to recommend that most vans now in operation be replaced.

(9) Aside from the provisions of Art. 13(B) of present collective agreement, company to issue orders that trainmen will not be required to check yards. The company guarantees that there will be no abuse of Art. 13(B).

(9) (a) Four weeks vacation after twenty-five years service, effective August 10, 1962.

(9) (b) *Health and Welfare:* From August 10, 1962 to December 31, 1962, in absence of a "Health and Welfare Plan" for trainmen, company will pay $4.87 per month. From January 1, 1963, $4.82 per month. On introduction of plan, company will pay 50 per cent of cost up to $5.22 per month.

(10) Trainmen are not to be penalized if they are not available for work on statutory holidays.

(11) All other matters submitted by both parties are hereby withdrawn.

6. **Recommendations**

The board recommends that the provisions of Section 5 herein be accepted and form the basis of a new collective agreement between Sydney and Louisburg Railway Company and Lodge No. 684, Brotherhood of Railroad Trainmen, for the term noted herein under paragraph (1) of Section 5.

7. The board further recommends the company implement the change of working conditions contained in paragraphs (6), (7) and (8) of Section 5 herein.

8. The board wishes to express its thanks to the representatives of both parties for their assistance and co-operation, without which the board would have found it impossible to satisfactorily discharge the task assigned to it. The board also wishes to commend both parties on their respective submissions.

All of which is respectfully submitted.

Dated at Antigonish, in the County of Antigonish, N.S., this 10th day of August, 1962.

(*Sgd.*) A. H. McKinnon,
Chairman.

(*Sgd.*) Robert C. Sykes,
Member.

(*Sgd.*) J. L. Dubinsky,
Member.

Report of Board in Dispute between

7 Canadian Railway Companies

and

17 Associated Non-Operating Unions

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, you appointed me as third member and Chairman of a Conciliation Board to endeavour to bring about agreement between the Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway, Ontario Northland Railway, Algoma Central and Hudson Bay Railway, Midland Railway Company of Manitoba, and Sydney and Louisburg Railway Company, as employers (of one part), and their non-operating employees represented by 17 Associated Railways Unions (of the other part), respecting the terms to be incorporated into a collective agreement governing conditions of employment on and after April 20, 1962, the date when the former agreement expired by notice served by the Unions upon the Railway Companies dated December 20, 1961.

G. A. Cooper, Q.C., of Halifax, was the employers' [Railway Companies'] nominee on the Board, and David Lewis, Q.C., M.P., of Toronto, was the nominee of the Unions.

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway Company of Manitoba; and Sydney and Louisburg Railway Company, and the Negotiating Committee representing 17 Associated Non-Operating Unions.

The Board was under the chairmanship of the Honourable Mr. Justice F. Craig Munroe of The Supreme Court of British Columbia. He was appointed by the Minister in the absence of a joint recommendation from the other two members, A. G. Cooper, Q.C., of Halifax, and David Lewis, Q.C., M.P., of Toronto, nominees of the companies and unions, respectively.

The Report is reproduced here.

A preliminary organization meeting was held in Montreal on May 18, 1962, and sittings of the Board to hear evidence and argument were held in Montreal on July 4, 5, 9, 10, 11, 18, 19, and 20, 1962.

The Board members met in Montreal on July 25 and 26, and following their deliberations, agreed upon unanimous recommendations. On August 9, 1962, the Board met again with the parties in Montreal, at which time, I am pleased to be able to report, the members of the negotiating committees representing all the Unions and all the Railway Companies, notified the Board that they accepted the unanimous recommendations of the Board of Conciliation, which had been delivered to them on July 26, 1962, and undertook to recommend ratification thereof by those whom they represented.

Since I assume that the parties will each accept the recommendation of their negotiating committee, it would appear that the Conciliation Board has succeeded in its purpose.

(*Sgd.*) F. Craig Munroe,
Chairman

Unanimous Recommendations of the Board

Job Security

The objectives of the job security program may be broadly stated as follows:

1. To mitigate hardships suffered by long-service employees when their jobs are eliminated.

2. To enable long-service employees who are being replaced and who need to be retrained to qualify for new jobs available with the same employer, and to enjoy a means of support while so engaged.

3. The revision and adaptation of seniority and other rules in order to facilitate reasonable mobility of workers, with the intent that long-service employees shall have a preferential right to other jobs that they are capable of performing.

To implement these objectives, the following steps should be taken:

1. Establish forthwith a special joint committee or committees, with equal representation from the Unions and the Railways, to discuss and make decisions or recommendations to their principals concerning any aspect of "job security" that the representatives of either party may wish to submit as the subject for negotiation, including but not limited to supplementary unemployment benefits, severance pay, retraining programs, re-allocation of employees, changes in the apprentice program, amalgamation, consolidation and expansion of seniority groupings and/or agreements.

2. Commencing January 1, 1963, each Railway Company will establish a fund in an amount equal to one cent per hour worked (or paid for) by all its employees covered by the collective agreements on and after the said date.

3. Each such fund will be administered by a joint committee and shall be expended in such manner as the said committee shall determine for any one or more of the following purposes:

a. Severance pay to employees laid off permanently.
b. Supplementary unemployment benefits to employees laid off subject to recall.
c. Retraining programs.
d. Re-allocation of employees.
e. Such other related purposes as the said committee may agree upon.

4. Item (b) above to be subject to registration with and approval by the Unemployment Insurance Commission.

5. Any of the matters set out in Paragraph (3) above not agreed upon by July 1, 1963, shall forthwith thereafter, upon the application of either party, be submitted to a board of arbitration for final and binding settlement. A single arbitrator may be appointed, if agreed upon, and failing such agreement, each of the parties shall within eight days appoint a person to serve upon the board, and the two nominees shall within eight days select a person to be the third member and chairman thereof.

Failing such selection by the nominees within eight days as aforesaid, the chairman shall be appointed by the Minister of Labour for Canada on the application of either nominee. The award of the single arbitrator, or of a majority of the board of arbitrators, as the case may be, shall be the award of the board. It should be understood that the purposes set out in said Paragraph (3) involve the revision and adaptation of seniority rules.

Wage Increases

The Board has taken into consideration the relationship of the average hourly earnings of the non-operating railway employees to those of the durable-goods group of

employees, and also considered the pattern of wage increases in the durable-goods industries so far negotiated for 1962 and 1963. In the light of these and other factors, including the economic and competitive position of the railways, the institution of the job security program, the economic conditions in Canada viewed as a whole, and other considerations referred to in the reports of previous boards of conciliation, the Board recommends the following wage increases—

Hourly Rates:

i. Effective March 1, 1962, add one per cent to the hourly basic rates of pay in force at December 31, 1961.

ii. Effective October 1, 1962, add a further one per cent to the hourly basic rates of pay in force at December 31, 1961.

iii. Effective January 1, 1963, add a further two cents to the hourly basic rates of pay in force at December 31, 1961.

iv. Effective July 1, 1963, add a further two cents to the hourly basic rates of pay in force at December 31, 1961.

Daily, weekly and monthly rates shall be increased in an equivalent manner.

Contracting-out

The Board is not satisfied, upon the evidence, that a problem exists with respect to contracting-out of work and makes no recommendation in connection therewith.

The Employee Benefit Plan

While we have no specific recommendation to make on this matter, the Board suggests that the parties should give further consideration as to what increase, if any, should be made in the weekly indemnity, the cost thereof, if any, to be shared equally by the railways and the employees as heretofore.

Term of Agreement

The new agreements should be for a period ending on December 31, 1963.

Save as aforesaid, the terms and conditions contained in the former collective agreements should be renewed.

(*Sgd.*) F. Craig Munroe,
Chairman

(*Sgd.*) A. Gordon Cooper,
Member

(*Sgd.*) David Lewis,
Member

Dated at the City of Montreal in the Province of Quebec the 26th day of July, 1962.

N.S. Federation of Labour

(*Continued from page 1119*)

Referring to the coal industry, Mr. MacDonald said "I think the best we can hope for is that the Rand Commission proposals will be adopted; and I am afraid I must add that even if they are, we cannot expect any very considerable increase in employment in the coal mines.

"Short of some utterly unpredictable scientific revolution, there is no possibility of any big increase in employment in our coal mines in the foreseeable future."

He pointed to the tourist trade as "an industry natural to our region, which can provide a very considerable amount of extra employment if we make the initial public investment, which ought to come high on the capital projects commission's list of priorities."

Hon. Layton Fergusson

"There appears to be evidence available that labour and management are developing greater respect for, and understanding of, each other's problems," said Hon. Layton Fergusson, provincial Minister of Labour.

Referring to his own Department's activities, he said that the number of apprentices registered had increased from 113 in 1946 to 1,000 today. New trades were also being added, so that there were now 30 trades under the program. The Department of Labour was working with the Department of Education in planning future programs. The expansion of physical facilities planned or being built would help in carrying out these programs, and would give fresh impetus to the whole apprenticeship enterprise.

Election of Officers

Edward Johnston was re-elected President, and Sinclair Allen, Dartmouth, was returned as Secretary-Treasurer.

Re-elected as vice-presidents twere John Lynk, Don Murphy, Keir Milligan, Charles Parker, Roy Keefe, and Clarie Webber.

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada rules on arbitration board's power to award damages
B.C. appeal court upholds legislation banning use of union dues for political purposes, and county court finds premature an action for breach of agreement
Quebec court rules on validity of 1960 amendments to Collective Agreement Act

The Supreme Court of Canada, in the dispute between Polymer Corporation Ltd. and local 16-14 of the Oil, Chemical and Atomic Workers International Union, confirmed the power of an arbitration board under a collective agreement to award damages for breach of the agreement in case of an illegal strike, even if such power was not expressly granted to the board by the terms of the collective agreement.

In British Columbia, the Court of Appeal upheld the constitutional validity of the 1961 amendments to the British Columbia Labour Relations Act preventing the use of union dues to support a political party or a candidate for political office.

In another decision, a County Court held that, when a breach of a collective agreement was alleged to occur, the parties involved should first arbitrate the dispute as provided in the collective agreement and, failing that, a court action for breach of the Labour Relations Act was premature.

In Quebec, the Superior Court rejected an application for a writ of prohibition to prevent the Magistrate's Court in Rimouski from proceeding with the charges laid by the parity committee against a company for breach of a decree dealing with hours of work in commercial establishments in Rimouski, and held the decree in question and the 1960 amendments to the Collective Agreement on which the decree was based were constitutionally valid.

Supreme Court of Canada...

...upholds power of arbitration board to award damages for a breach of a collective agreement

On March 26, 1962, the Supreme Court of Canada, in dismissing the union's appeal, affirmed the judgments of the lower courts to the effect that an arbitration board formed under a collective agreement and governed by the provisions of the Industrial Relations and Disputes Investigation Act had the power to award damages for breach of the agreement even though such power was not expressly stated in the terms of the collective agreement.

The court was in complete agreement with the reasons of Chief Justice McRuer of the Ontario High Court who, in a dispute between Polymer Corporation Ltd. and Local 16-14 of the Oil, Chemical and Atomic Workers' International Union, upheld an award of a board of arbitration constituted under a collective agreement (L.G., April 1961, p. 379). Chief Justice McRuer ruled that the union had the capacity to incur liability for damages for breach of the collective agreement and that it was within the power of the board of arbitrators to assess and award damages for violation by the union of a no-strike clause in the collective agreement even though such power was not expressly granted to the board by the terms of the collective agreement. *Re Polymer Corporation and Oil, Chemical and Atomic Workers' International Union, Local 16-14,* (1962), 33 D.L.R. (2d), Part 2, p. 124.

British Columbia Court of Appeal...

...upholds constitutional validity of legislation banning use of union dues for political purposes

On March 13, 1962, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Whittaker of the British Columbia Supreme Court (L.G., Feb., p. 219) and held that Section 9(6) of the British Columbia Labour Relations Act, which bans the use by trade unions of union dues collected through check-off and as a condition of membership of a trade union to support a

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

political party, was legislation in relation to civil rights in the province and thus within the power of the provincial legislature.

Having endowed trade unions with adequate rights and powers to enable them to fulfill their purposes under the Act, it was within the authority of the provincial legislature to prohibit the use of said rights and powers for purposes outside the scope of the Labour Relations Act, the Court ruled.

Local 16-601, Oil, Chemical and Atomic Workers' International Union was certified as the bargaining representative of the employees of Imperial Oil Limited. As such representative, it entered into a collective agreement with the company by which the company agreed (under Section 9(1) of the Labour Relations Act) to honour written assignments from its employees and to deduct the employees' union dues from their wages (check-off) and to remit the amounts so deducted to the union. The agreement contained no provisions for a closed or union shop, or for maintenance of union membership, and each employee was free to withdraw from the union without penalty.

In 1961, a new subsection (6) was added to Section 9 of the B.C. Labour Relations Act, which reads as follows:

S. 9(6)(a) No employer and no one acting on behalf of an employer shall refuse to employ or to continue to employ a person and no one shall discriminate against a person in regard to employment only because that person refuses to make a contribution or expenditure to or on behalf of any political party or to or on behalf of a candidate for political office.

(b) No trade-union and no person acting on behalf of a trade union shall refuse membership to or refuse to continue membership of a person in a trade-union, and no one shall discriminate against a person in regard to membership in a trade-union or in regard to employment only because that person refuses to make or makes a contribution or expenditure, directly or indirectly to or on behalf of any political party or to or on behalf of a candidate for political office.

(c)(i) No trade-union and no person acting on behalf of a trade-union shall directly or indirectly contribute to or expend on behalf of any political party or to or on behalf of any candidate for political office any moneys deducted from an employee's wages under subsection (1) or a collective agreement or paid as a condition of membership in a trade-union.

(ii) Remuneration of a member of a trade union for his services in an official union position held by him while seeking election or upon being elected to public office is not a violation of this clause.

(d) Notwithstanding any other provisions of this Act or the provisions of any collective agreement, unless the trade-union delivers to the employer who is in receipt of an assignment under subsection (1) or who is party to a collective agreement, a statutory declaration, made by an officer duly authorized in that behalf, that the trade-union is complying with and will continue to comply with clause (c) during the term of the assignment or during the term of the collective agreement, neither the employer nor a person acting on behalf of the employer shall make any deduction whatsoever from the wages of an employee on behalf of the trade-union.

(e) Any money deducted from the wages of an employee and paid to a trade union that does not comply with this subsection are the property of the employee and the trade-union is liable to the employee for any moneys so deducted.

When this amendment became effective, the company demanded that the union supply the statutory declaration required by subclause (d). When the union refused to furnish such declaration, the company took the position that it could no longer legally check-off the employees' union dues and refused to do so.

The union then brought an action for declaration that subsection (6) of Section 9 is *ultra vires* the provincial legislature and inoperative, and asked for an injunction to enforce its rights to check-off under the collective agreement. The trial judge dismissed the action and held the contested legislation *intra vires*. Then the union appealed on the ground that clauses (c), (d) and (e) of Section 9(6) are *ultra vires* of the province.

In the Court of Appeal, the union argued that the amendments were *ultra vires* and unenforceable on the ground that Section 9(6) interferes with the growth and development of political parties and thus with the proper functioning of parliamentary institutions in Canada; that it interferes with the status of trade unionists in Canada by curtailing their freedom to participate in politics and join with political parties; that it interferes with dominion elections; and that it is inoperative because the statutory declaration required thereunder is legally unobtainable in British Columbia.

Mr. Justice Davey, in his reasons for judgment, agreed substantially with the judgment of Mr. Justice Whittaker of the B.C. Supreme Court.

Dismissing the union's argument that the purpose of the 1961 amendment was to prevent trade unions from using their revenue, which, for the most part, consists of initiation fees and membership dues, in political action to support the New Democratic Party and thus to hinder its operations, Mr. Justice Davey pointed out that the legislation forbids the use of these union funds for the support of any political party.

Further, he added that the purpose of the legislation appears to be twofold: one is to

assure to every individual the right to refrain from supporting, without fear of discrimination, any political party; the other is to prevent the diversion of moneys collected by check-off and as a condition of membership from the support of normal union activity in the field of labour relations to the more remote field of political activity.

In Mr. Justice Davey's opinion, the Labour Relations Act has made trade unions the instruments of the Act to enforce and maintain compulsory collective bargaining with employers. For that purpose, the Act has endowed trade unions with important rights and privileges, including the right to closed shop or union shop and check-off. The Act has assured to employees their right to join and belong to trade unions and has safeguarded that right against interference by employers. Those statutory rights and privileges, and the protection afforded employees against their employers' discrimination, have helped the tremendous growth of trade unions during the postwar years and have made them effective agencies for the protection of employees' interests, *vis-a-vis* employers. Those statutory rights, including check-off, have assured unions of sufficient money to enable them to fulfil their purpose under the Labour Relations Act.

Having endowed trade unions, Mr. Justice Davey continued, with adequate rights and powers to enable them to fulfil their purpose under the Labour Relations Act, it was within the authority of the legislature to prohibit the use of those rights and powers for purposes outside the scope of the Act; in particular, it was competent for the legislature to stipulate that money collected by check-off or as a condition of membership—money which is produced in some degree by the provisions of that Act—shall not be diverted to the foreign purpose of politics.

Referring to *Toronto Elec. Commrs. v. Snider; Ex parte Atty.-Gen. of Can. and Atty.-Gen. of Ontario* (1925), 1 W.W.R. 785, (1925) AC 396. Mr. Justice Davey stated that the general scheme of the Labour Relations Act is one that falls within the exclusive authority of the provincial legislature under Section 92(13) of the B.N.A. Act, as legislation dealing with property and civil rights in the province. The same authority that allows the provincial legislature to confer those rights upon unions for the purpose of the Labour Relations Act, also allows the legislature to prohibit their use for other purposes so as to prevent those powers being abused and the original purpose being defeated.

Counsel for the union argued that unions as common-law associations are collectively entitled to all the rights and freedoms enjoyed individually by their members, including the freedom to engage, either alone or in association with others, in political activity. He contended that the prohibition against a trade union's spending for political purposes money collected by check-off or as a condition of membership was a denial of the individual right of each member to spend in association with others his money as he might think fit for political purposes.

Mr. Justice Davey did not accept this argument. In his view the Act does not interfere with the right of the individual employee or member to engage in any political activity he pleases, and he may freely associate with others for that purpose. The individual and the association may freely spend on political action all the money that they can raise otherwise than by check-off under the Labour Relations Act or as condition of membership in a trade union. But, under the Act, they cannot use for political purposes a trade union's power to raise money through check-off or as a condition of membership. This situation will make it harder for the unions to get money for politics, but such a practical difficulty presents no constitutional problem.

In making these comments, Mr. Justice Davey proceeded on the union's submission that trade unions are voluntary common-law associations, but he noted that in fact the Supreme Court of Canada held in the *Therien v. Int. Brotherhood of Teamsters* case (L.G. 1960, p. 276) that the unions are legal entities and the fact that the legislature has made trade unions legal entities, in his opinion, only weakens the union's submission and strengthens the judgment of the court below.

Mr. Justice Sheppard, in his reasons for judgment, noted that the legislature has, under the B.N.A. Act, Section 92(11) (the incorporation of companies with provincial objects), the power to confer upon the union the status of a legal entity (*Therien v. Int. Brotherhood of Teamsters*). As incidental to the power of creating such legal entity, the legislature would have the power of defining its objects and powers within the limits of provincial objects (Section 92(11)) and by subsequent legislation of increasing or limiting those objects and powers. Also, the legislature has power to enact labour legislation as "property and civil rights in the Province" (B.N.A. Act, Section 92(13)) (*Toronto Elec. Commrs. v. Snider*).

Clauses (b) and (c) of subsection (6) of Section 9 of the Labour Relations Act, in so far as they relate to the union at bar, define its powers as a legal entity and therefore are within the legislative jurisdiction of the province under Section 92(11) of the B.N.A. Act. Clause (a) deals with the relations of employee and employer; clause (b) with the rights of the employed as against the union and others; clause (d) with the employer's obligation to recognize the check-off; and clause (e) with the employee's remedy in the event of non-compliance. Hence, these clauses (a), (b), (d) and (e) deal with the relations of the employees within the province as defined by *Toronto Elec. Commrs. v. Snider*, and therefore are within the legislative powers of the province under Section 92(13) (property and civil rights in the province). It follows that the clauses in question are within the powers of the province under Section 92(11) or Section 92(13) of the B.N.A. Act.

The Court of Appeal, in a unanimous decision, dismissed the union's appeal and held Section 9(6) of the British Columbia Labour Relations Act to be within the powers of the provincial legislature. *Oil, Chemical and Atomic Workers International Union, Local 16-601 v. Imperial Oil Limited and Attorney-General of British Columbia*, (1962), 38 W.W.R., Part 9, p. 533.

British Columbia County Court...

...finds a company not guilty when it refused to discharge employee who had resigned from union

On January 4, 1962, Mr. Justice Morrow of the Yale County Court in British Columbia dismissed a union's appeal from the acquittal by a Magistrate's Court on charges laid against a company for breach of the Labour Relations Act. The Court ruled that the court proceedings were premature and the parties to the dispute should have first used the arbitration procedure provided in the collective agreement.

Further, the Court held that the phrase "shall be subject to discharge" in the collective agreement, given its ordinary meaning, meant "prone, open or exposed to discharge" and could not be interpreted as "shall be discharged".

There was a collective agreement in effect between Parkinson Building Supplies Ltd. and Local 1-417 of the International Woodworkers of America which, in Sections 1 to 4 of Art. 3 dealing with union security, made the following provisions: Section 1 provided for co-operation between the parties to the agreement; Section 2 provided for all the company's employees to become members of the union and maintain membership therein; Section 3 provided for a member in good standing *as a condition of continued employment* to maintain membership in the union; and Section 4 provided that a member who failed to maintain his membership in the union by reason of refusal to pay union dues and assessments shall be *subject to discharge* after seven days' notice to the company of the employee's refusal to maintain his membership in the union.

One R. Hilliard, who was an employee covered by the agreement, resigned from the union and refused to maintain his membership. The union instructed the company by written notice to "either have a check-off sent in immediately or dismiss R. Hilliard within seven days per the collective agreement." The company demurred and requested that the matter be left in abeyance pending the result of an application for decertification.

Then a charge was laid against the company before the Magistrate's Court that the company failed to discharge Hilliard after seven days' written notice, contrary to the collective agreement. The Magistrate's Court acquitted the company and this acquittal was appealed to the County Court.

The charge against the company was laid under Section 21 of the British Columbia Labour Relations Act, which provides, in part:

> S. 21(1) Every person who is bound by a collective agreement, whether entered into before or after the coming into force of this Act, shall do everything he is required to do . . . and failure to so do . . . is an offence against this Act.

The union submitted that on the facts of the case the company should be convicted *ipso facto*. However, the company claimed that Art. 3, Sec. 4 of the collective agreement merely said that Hilliard was subject to discharge and that the company was not *required* to discharge him. The company referred to the *Oxford Dictionary* to ascertain the ordinary meaning of "subject to", viz., to be "prone to, exposed to, open to". Had the company been required to discharge Hilliard, *ipso facto*, the section would have read "shall be discharged".

Further, the company referred to Article XVI of the collective agreement dealing with arbitration, where it was stated in Section 1 (a) that "In case of any dispute arising regarding the interpretation of this agreement which the parties are unable to settle between themselves the matter shall be determined by arbitration . . ." Consequently, it was submitted that the union

should have submitted the matter of interpretation of the agreement to arbitration and the court proceedings were premature.

In Mr. Justice Morrow's opinion, the main issue in the dispute was the interpretation of the phrase "shall be subject to discharge." In construing contracts, he pointed out, ordinary words should be given their ordinary meaning. Further, he noted that the phrase "shall be subject to" was used throughout Article 3, but in Art. XVI on "arbitration", the phrase had been omitted and a certain course of action was prescribed in certain cases, *ipso facto*.

In his opinion, there must have been reason for different wording, and the ordinary definition of the words "subject to" provide the key, viz., these words mean in effect that the employee shall be "prone to discharge", "open to discharge", or "exposed to discharge". It cannot be given the stricter meaning "shall be discharged."

Further, considering the evidence laid before him, Mr. Justice Morrow was of the opinion that the company did take into consideration Art. 3 of the agreement as it was required to do. And when it was obvious that the company's interpretation of this article differed from that of the union, the question of interpretation should have been arbitrated as provided in Section XVI of the collective agreement. This was not done and consequently the charge as laid was premature. The court dismissed the appeal and the company was acquitted. *Michael v. Parkinson Building Supplies Ltd.*, (1962), 38 W.W.R., Part 9, p. 563.

Quebec Superior Court...

...upholds constitutionality of the 1960 amendments to Collective Agreement Act re hours of labour

On January 11, 1962, Mr. Justice Blais of the Quebec Superior Court declared constitutional, *intra vires* and non-discriminatory Section 1 of the Quebec provincial statute of 1960 which amended Section 9 of the Collective Agreement Act by adding thereto the following paragraphs:

> Without restricting the generality of the preceding paragraph, the decree shall render obligatory, with respect to hours of labour, among other provisions of the collective agreement, those specifying working days and non-working days or parts thereof as well as the time when a working day shall begin and end for each category of employees.
>
> However, in any territory where there is in force a by-law adopted under the Early Closing Act or under any other general law or special act, relating to the same purpose, the time when a working day shall begin and end shall be included in the period during which the establishment concerned is permitted by the said by-law to be kept open.

Further, the Court held that under the law the parity committee may decide the working and non-working days, as well as the time when a working day shall begin and end, in every case where, in a community, there is no early closing by-law. But, when such a by-law is in operation, the parity committee has the power to fix the hours of beginning and ending of working days within the period during which the establishment concerned is permitted by the by-law to be kept open.

A decree, No. 1721 of December 16, 1948, issued under the Collective Agreement Act and relating to commercial establishments in Rimouski, was modified by another decree, No. 1454 of September 24, 1960, by setting the following new hours of work in all commercial establishments governed by the decree: Monday, Tuesday, Wednesday and Thursday, 8:00 a.m. to 6:00 p.m.; Friday, 8:00 a.m. to 10:00 p.m.; Saturday, 8:00 a.m. to noon. This change of hours of work was effected under the 1960 amendment to Section 9 of the Collective Agreement Act, referred to above.

In October 1960, the parity committee of the wholesale and retail trade of Rimouski brought charges before the Magistrate's Court of Rimouski against La Ménagère Coop. for violating decree No. 1454 by making one of the company's employees work on Saturday afternoon on October 8, 1960.

In December 1960, the company applied to the Superior Court for a writ of prohibition in order to stop the proceedings before the Magistrate's Court, contending that the 1960 amendment to Section 9 of the Collective Agreement Act was unconstitutional, *ultra vires*, null and void, and that Section 3 (a) of decree No. 1454 of September 1960, dealing with hours of work and which amended in this respect decree No. 1721 of December 1948, was *ultra vires*, illegal and without effect.

Mr. Justice Blais of the Superior Court dealt primarily with the question of the constitutional validity of the 1960 amendment to the Collective Agreement Act and that of decree No. 1454, which prescribed the hours of work for the grocery stores of Rimouski.

The parity committee and the provincial Attorney-General claimed that the Collective Agreement Act was amended in 1960 and the decree based on the amendment were constitutionally valid.

The Collective Agreement Act as originally enacted contained, in Section 9, the following provision:

> S. 9. Whenever a decree is passed under Section 2, the provisions of the agreement, whether amended or not, which become obligatory, are those respecting wages, hours of

labour, apprenticeship and the proportion between the number of skilled workmen and that of apprentices in a given undertaking.

Between 1941 and 1960 this section was interpreted in various ways and the judicial decisions differed according to the interpretation given by the courts to the meaning of "conditions of work." As the result of the evolution of social conditions between workers and employers, the collective agreements extended the meaning of "conditions of work" to include the organization of recreation facilities and granting of holidays.

Finally, in March 1960, in order to clarify a rather confused juridicial situation, two paragraphs were added to Section 9 of the Collective Agreement Act. They added to the binding provisions of Section 9 the power to determine the working days and hours of work for each category of employees. Since then, the meaning of "conditions of work" has been extended to include recreation, short working week and holidays.

Taking advantage of these additional powers, and in conformity with the Collective Agreement Act as amended, the parties to the collective agreement relating to the commercial establishments in Rimouski presented to the Lieutenant-Governor in Council for approval certain changes to the decree already in operation. These changes were approved in decree No. 1454 of September 1960, and published in the QUEBEC GAZETTE.

It was in consideration of the 1960 amendment and decree No. 1454 that the company, in the case at the bar, claimed that the changes in the working hours brought about by the decree in question were unconstitutional and *ultra vires*.

In support of its submission, the company referred to Section 2 of the Early Closing Act, which reads as follows:

> S. 2. In every city and town, the municipal council may make, amend or repeal by-laws ordering that, during the whole or any part of the year, stores of one or more categories in the municipality be closed and remain closed every day or any day of the week, after the times and hours fixed and determined for that purpose by the said by-law, but the times and hours, so fixed and determined by such by-law, shall not be earlier than six o'clock in the evening nor later than seven o'clock in the morning.

On the basis of this provision, the municipality of Rimouski had been enacting by-laws since 1929 regarding closing hours. The latest by-law in this respect, No. 455, dated December 1, 1952, provided for closing of stores and commercial establishments at 6:00 p.m. throughout the week. The same by-law allowed the closing of such establishments once a week at 10:00 p.m., either on Friday or Saturday. The validity of this by-law was never challenged.

The contention was, on the part of the company, that the 1960 amendment to the Collective Agreement Act and the changes brought about by decree No. 1454 were illegal, *ultra vires* and discriminatory. On the other hand, the parity committee and the Provincial Attorney took the position that there was no contradiction either between the 1960 amendment and the Early Closing Act or between the provisions of the decree and the terms of the municipal by-law; that, on the contrary, they could exist side by side as they aimed at different objectives.

Mr. Justice Blais noted that the Collective Agreement Act could extend to the workers and employers who were not bound by a collective agreement the juridicial effects of such an agreement signed by other persons but in the same economic sector, with the result that an agreement was imposed on the parties, the individuals or associations were deprived of the right to contract freely, and instead, they were bound to observe a contract in the preparation of which they did not participate and whose provisions they had no opportunity to discuss.

To avoid conflicts, Section 9 of the Act indicates clearly the obligatory provisions of the collective agreement that are subject to extension by a decree. These provisions are those respecting wages, hours of labour, apprenticeship and the ratio of apprentices and qualified workers in a given undertaking. The provisions regarding hours of labour were subject to various interpretations, but the 1960 amendment clarified the situation.

Since then, the meaning of the words "hours of labour" has been extended and comprises the determination of working and non-working days, and the setting of the beginning and end of the working day. When a collective agreement deals with these subjects, they become binding in the same way as the provisions dealing with wages or apprenticeship on all employees and employers in the province or region covered by the decree.

After having extended the meaning of the words "hours of labour" by the 1960 amendment, the legislator was aware that the field of activity which was granted to the parity committee was covered, in part, by the Early Closing Act. Thus, he added in the second paragraph that wherever in a given territory there is a by-law adopted under the Early Closing Act or under any other general law or special Act relating

to the same purpose, "the time when a working day shall begin and end shall be included in the period during which the establishment concerned is permitted by the said by-law to be kept open." In other words, the legislator provided that the parties to a collective agreement have the right to legislate regarding the hours of labour, but they should respect the municipal by-laws adopted in pursuance to the Early Closing Act or other Acts by including the hours of beginning and ending of work within the time limit allowed by these by-laws for the stores to be kept open.

In this respect, Mr. Justice Blais quoted counsel for the Attorney-General to the effect that, as a result of the 1960 amendment, the Lieutenant-Governor in Council could not provide for work to begin earlier or end later than provided in the municipal by-law, but he could provide that the work should start later and end earlier than provided in the by-law.

Mr. Justice Blais noted that the decree No. 1454 imposed 8:00 a.m. as the time to begin work all through the week and 6:00 p.m. as the time to end work on Monday, Tuesday, Wednesday and Thursday; 10:00 p.m. on Friday, and noon on Saturday. On the other hand, the by-law prohibited the closing of the commercial establishments later than 6:00 p.m. throughout the week; once a week, however, either on Friday or Saturday, such establishments could be closed at 10:00 p.m. The municipal by-law, he added, was concerned not with the opening but only with the closing time of stores and other commercial establishments. The comparison of these two texts showed the difference in aims of the Early Closing Act and of the 1960 amendments to the Collective Agreement Act.

The legislative aim of the Early Closing Act, Mr. Justice Blais continued, was to enable the municipalities to end the disorder and damaging competition by prohibiting the opening of stores before a stated hour, disregarding the nature, importance or multiplicity of commerce. On the other hand, by amending Section 9 of the Collective Agreement Act in 1960, the Legislature clarified its ideas regarding hours of work. Already, by a decree, the parties to a collective agreement could legislate regarding hours of work; therefore, it was normal and logical that in 1960 the legislator granted the parties the power to determine the working and non-working days during the week and also the power to fix the hours of beginning and ending of work.

In the opinion of Mr. Justice Blais, these two enactments of the provincial Legislature were not contradictory, but each one followed a course which perhaps was close to another but was also a parallel course and did not encroach on the other so long as the parity committee restricted the hours of beginning and ending of work within the limits set up by the municipal by-law. It would be an entirely different situation if the decree were to impose on commercial establishments an obligation to end the work at 7:00 or 8:00 p.m. or at 11:00 p.m. Friday or Saturday.

Counsel for the company argued that the decree of the parity committee was an intrusion in the municipal field and somehow stood in the way of the municipal by-law; that the decree affecting a small number of the commercial establishments should give way to the municipal by-law, which covered all the commercial establishments; finally, that the decree, by its form and contents, deprived the businessmen of vested interests.

Regarding the submission that the decree of the parity committee entered indirectly into the municipal field, Mr. Justice Blais was of the opinion that the duty of the court was to find valid any legislative enactments that were reasonable and not against public order. If the legislator came to the conclusion that two bodies created by two enactments could co-exist and act in the same field of public activity for objectives that are different, then the legislator acted wisely by providing the exception from the working of the municipal by-law as contained in the last paragraph of Section 9 of the Collective Agreement Act as amended.

The legislator granted to the parity committee the power to legislate regarding working and non-working days and to determine the hours of starting and ending the work in all cases where there was no municipal by-law regarding early closing. But, if there was such a by-law, the legislator granted to the parity committee the power to set up the hours of beginning and ending the work within the limits of time during which such a by-law allowed commercial establishments to remain open. In brief, the legislature allowed the parity committee to restrict the hours of work still more than the municipal by-law had done. Mr. Justice Blais concluded that, in those circumstances, the municipality and the parity committee act in a parallel direction and do not contradict each other.

Dealing with the submission that the new decree constituted an obstacle and was discriminatory to all the establishments within its coverage, Mr. Justice Blais was of the opinion that personal freedom stops where freedom of others begins. The court

is not concerned with the justification of social legislation of which the Collective Agreement Act is the central point, but nevertheless the court can appreciate that this Act was enacted in response to the needs of its time and caused some injustice to disappear. The decree in question did not discriminate among the merchants and was no hindrance in the operation of their business. The decree did not prohibit merchants from carrying on business on Saturday afternoon, it fixed the hour of the end of work for the employees; the proprietor is free to keep the establishment open as long as the municipal by-law permits.

Regarding the company's argument that the decree applied to some establishments only, while the by-law covered all establishments, Mr. Justice Blais was of the opinion that the application of the decree to a small number of establishments did not make such a decree unconstitutional, *ultra vires* or illegal.

Further, Mr. Justice Blais dealt with the argument that the decree caused the company the loss of vested rights. He held that the Early Closing Act did not create any vested rights. The Act, as well as the decree, are prohibitive laws and none of them brings to individuals or corporations a right corresponding to an obligation. Before the enactment of the municipal by-law regarding the closing of shops, the company could not claim that it acquired the right to work 12 hours per day or to open the stores at 7:00 a.m. or to close at 10:00 p.m. and no such claim could be entertained after the enactment of these laws.

Finally, Mr. Justice Blais dealt with the principle of interpretation applicable to the legal texts under consideration.

He noted that there were two enactments originating from provincial legislature: the 1960 amendments to the Collective Agreement Act and the Early Closing Act. In view of the powers conferred by each of these Acts, the municipality enacted the by-law in question and the parity committee obtained the promulgation of decree No. 1454 of September 1960.

Mr. Justice Blais quoted from Maxwell, *On the Interpretation of Statutes,* 10th ed. (1953) on p. 160 ff. the following passage stating a principle of interpretation which he thought to be applicable in the situation at bar:

> An author must be supposed to be consistent with himself, and, therefore, if in one place he has expressed his mind clearly, it ought to be presumed that he is still of the same mind in another place, unless it clearly appears that he has changed it. In this respect, the work of the legislature is treated in the same manner as that of any other author, and the language of every enactment must be construed as far as possible in accordance with the terms of every other statute which it does not in express terms modify or repeal. The law, therefore, will not allow revocation or alteration of a statute by construction when the words may be capable of proper operation without it. It cannot be assumed that Parliament has given with one hand what it has taken away with another. But it is impossible to construe absolute contradictions. Consequently, if the provisions of a later Act are so inconsistent with, or repugnant to, those of an earlier Act that the two cannot stand together, the earlier stands impliedly repealed by the later.

Further, Mr. Justice Blais referred to several decisions of the courts regarding the interpretation of provincial statutes as well as the interpretation of municipal by-laws and ministerial decrees issued under provincial statutes. In application of the Maxwell principle, he added, if the provisions of the Early Closing Act contradict the 1960 amendment to the Collective Agreement Act, the latter should prevail.

In the opinion of the court, these two enactments do not, however, contradict each other, since they aim at different objectives, and the legislator, in the second paragraph of the 1960 amendment, while maintaining in force the Early Closing Act, added to the Collective Agreement Act an additional right to restrict even more, for social purposes, the closing of the commercial establishments.

Taking into account also the fact that the Collective Agreement Act was enacted in 1934 and the Early Closing Act in 1925, and that the aim of the 1960 amendment was to put an end to any doubts regarding hours of work, Mr. Justice Blais concluded that the 1960 amendment was legal, constitutional and *intra vires* of the provincial legislature.

Dealing next with the decree passed as a result of the amendment, Mr. Justice Blais considered that it took into consideration the exception provided in the third paragraph of Section 9 of the Act as amended in 1960. It was permissible for the decree to limit the time of work still more than the by-law did. Further, there was nothing discriminatory in the decree because it came from an authority which was different from the authority which enacted the by-law. All the proprietors of the commercial establishments subject to the decree were treated in the same way without exception. Therefore, considering the powers granted by the 1960 amendment and the use of these powers by the parity committee and by the decree, Mr. Justice Blais held that the decree in question was *intra vires* and

that it did not contain anything illegal or discriminatory.

In his concluding remarks, Mr. Justice Blais stressed that the Early Closing Act allows the municipality to legislate regarding the closing time of commercial establishments, while the Collective Agreement Act allows the parity committee to legislate on hours of work. In practice, when exercising these powers, the municipality and the parity committee could encroach on each other's jurisdiction, and, in order to prevent such encroachment, the legislator imposed on the parity committee the obligation contained in the second paragraph of the 1960 amendment to the Collective Agreement Act, namely, to set the hours of work within the period during which the municipal by-law permitted the stores to be kept open.

The court declared the 1960 amendment to the Collective Agreement Act and decree No. 1454 of September 1960, to be *intra vires*, legal, constitutional and non-discriminatory, and rejected the request for the writ of prohibition and ordered the Magistrate's Court in Rimouski to proceed with the charges against the company as laid by the parity committee. *La Ménagère Coop. v. Le Comité Paritaire du Commerce de Gros et de Detail de Rimouski et un autre et Procureur Général de la Province de Québec*, (1962), R.J.C.S. March and April, 1962, No. 3 and 4, p. 164.

Recent Regulations under Provincial Legislation

Prince Edward Island fixes $1-an-hour minimum wage for certain male employees
Ontario amends Labour Relations Board rules of procedure for building industry

In Prince Edward Island, a recent order issued by the Labour Relations Board set a minimum wage of $1 an hour for male employees in Charlottetown and Summerside, subject to certain exceptions.

Amendments to the rules of procedure of the Ontario Labour Relations Board laid down special rules for the construction industry.

P.E.I. Male Minimum Wage Act

The Prince Edward Island Labour Relations Board recently issued a new minimum wage order fixing a minimum wage of $1 an hour for men in Charlottetown and Summerside. The new order, the first to be issued under the Male Minimum Wage Act enacted in 1960, was approved by Minute-in-Council 583/62 and gazetted August 25 to take effect from date of publication.*

This is the third minimum wage order to be adopted in Prince Edward Island, two orders issued in 1960 under the Female Minimum Wage Act having established a minimum of $21 a week for experienced waitresses in Summerside and Charlottetown.

The new order covers all male workers employed within the corporate limits of Charlottetown and Summerside except: farmers and fishermen, registered apprentices, students employed outside regular school hours, persons whose wages are fixed by a labour-management contract under the Trade Union Act or the Industrial Relations Act in force at the date of the order, workers under 21 years of age, and provincial government employees.

The new $1-an-hour minimum is based on a work week of 48 hours or on the normal number of hours worked in an establishment if less than 48.

All time spent by the employee on the premises of the employer or elsewhere as directed, either at work, waiting for work, available for work or on call, is to be counted as time worked and must be paid for at the full hourly rate.

Any time worked in excess of 48 hours in a week or in excess of the normal working hours if less than 48, or on a Sunday or on a statutory holiday as defined in the Interpretation Act (usually ten holidays a year) must be paid for at the rate of time and one-half.

Any employer who violates this order and any employee who agrees to the contravention will be subject to the penalties provided in the Act.

Ontario Labour Relations Act

Amendments to the rules of procedure of the Ontario Labour Relations Board laying down special rules for the construction industry were gazetted as O. Reg. 194/62 on August 11.

At the last session of the Legislature, provisions applicable only to the construction industry were added to the Ontario

(*Continued on page 1199*)

*On September 6, the Chairman of the Labour Relations Board announced that the Board had suspended the order pending consideration of representations made to it.

Productivity Council Approves Economic Studies Program

The National Productivity Council last month approved an expanding program of economic studies and work study recommended by top-level labour, management, education and government representatives who attended a two-day labour-management seminar at Dalhousie University, September 18 and 19.

An advisory committee on economic studies is being formed by the Council under the chairmanship of one of Canada's top economists to launch an economic studies program to be directed by a senior economist who will be appointed to the council staff. The economic studies will provide basic economic information for discussion in a national forum of labour, management, government and education representatives to be set up by the Council and for the information of the general public.

Work study is also being given maximum emphasis by the council in its new program. Establishment of work study schools in three areas of Canada was approved by the Council and plans are already underway. A national work study training centre is also being planned.

Council members heard a report on European labour - management - government economic co-operation from the leader of its recent mission to Europe, James A. Roberts, Deputy Minister of Trade and Commerce, which was submitted to the Council for consideration. The top-level team of education, labour, management and government representatives visited Sweden, Holland, West Germany, France, Belgium and Britain collecting general economic information and examples of economic co-operation by labour, management and government (L.G., Sept., p. 1011). The report will be released shortly by the Council.

More labour-management seminars are being held by the Council across Canada in association with universities as part of its labour-management co-operation program. Provincial and local councils have been established in almost every province of Canada and are being organized in other areas and localities, it was also reported to the Council.

The Council also received a research report on the Canadian electronics industry by its subcommittee on applied research. The report describes how the industry is doing research and development and points up the need for more industrial research to improve the national economic picture.

Personnel in Employment Security

(Continued from page 1181)

Referring to computers, he said that "a kind of awesomeness" had grown up around them, which he described as unjustified. The computer is completely unable to perform what is called "value judgment," but is extremely good at handling details and dull routine work.

Automation Foundation

P. L. Siemiller, General Vice-President of the International Association of Machinists, referred to a new foundation set up by U.S. Industries, Inc., and his union for the purpose of studying the effects of automation on employment (box, L.G., March, p. 324). Similar studies were being made by other manufacturing firms and other unions, he remarked.

"The basic answer to the problems created by automation lies in the prosperity of our country," said Mr. Siemiller. "When business is booming, displaced men can find other jobs, and so can hundreds of thousands of young workers who are coming out of the schools every year."

Election of Officers

In the election of officers, others elected besides Marcel Guay, were: George Toll, Long Beach, Calif., and Edward C. Logsdon, Austin, Tex., Vice-Presidents: Myrtle B. Fowler, Tallulah, Ia., re-elected to a second term as Secretary; and Valmore Doucette, Berlin, N.H., Treasurer. All of these candidates were elected without opposition.

Harry J. Thompson, Winnipeg; Earl G. Tattrie, Toronto; and Robert A. Murray, Moncton, N.B., were elected to the executive board. Mr. Tattrie was later named a member of the board's subcommittee on audit and finance, and Mr. Murray a member of the subcommittee on the annual essay competition. At the same time, Leslie T. Fraser of Winnipeg was named Chairman of the Association's chapter activity committee.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance at July 31 virtually unchanged statistics* show. Balance in fund increases by $16.5 million during month from total at end of June but 17.5 per cent lower than the number year earlier

Claimants for unemployment insurance benefit numbered 212,000 on July 31. This was almost the same as the total of 214,300 at the end of June, but about 17.5 per cent below the total of 257,000 at the end of July last year.

Men accounted for more than three quarters of the decline from June 1961.

Initial and renewal claims filed at local offices in July numbered 112,400. This was 18,900, or 20 per cent, more than in June, but 10 per cent below the total for July last year.

Of the 69,500 initial claims filed in July, some 62,700, or 90 per cent, were classed as separations from employment during the month, the remainder being requests for re-establishment of credits on behalf of persons who had exhausted benefit. In June slightly more than 85 per cent of the initial claims were thus classified.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in July was estimated at 150,400, compared with 190,000 in June, and 191,000 in July 1961.

Payments during the month amounted to $14,500,000, in comparison with $18,700,000 in June and $18,600,000 in July last year.

The average weekly benefit payment was $22.98 in July, $23.45 in June and $23.13 in July 1961.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July showed that insurance books or contribution cards had been issued to 4,407,326 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

At July 31, registered employers numbered 336,557, an increase of 356 since June 30.

Enforcement Statistics

During July 8,053 investigations were conducted by enforcement officers across Canada. Of these, 5,114 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 143 were miscellaneous investigations. The remaining 2,796 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 196 cases, 73 against employers and 123 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,820.*

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

* *See* Tables E-1 to E-4, p. 1225.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled $31,095,-690.37, compared with $27,501,857.13 in June and $29,052,187.30 in July 1961.

Benefits paid in July totalled $14,511,-555.80, compared with $18,709,181.42 in June and $18,550,592.50 in July 1961.

The balance in the Unemployment Insurance Fund on July 31 was $45,227,973.03; on June 30 it was $28,643,838.46 and on July 31, 1961 it was $120,771,909.13.

Monthly Report on Operation of the National Employment Service

Placements effected through the local offices of the National Employment Service during August amounted to some 140,700. This was an increase of 15.0 per cent over the total during the same month last year, and higher than in any previous August since 1944.

Placements of men amounted to some 89,900, up over last year by 16.9 per cent; placements of women, at some 50,800, rose by 11.7 per cent.

Some 6,400 of the placements effected in August involved the movement of workers from one local office area to another, through the clearance facilities of the National Employment Service. Clearance activity was considerably higher than in August last year, when 4,300 workers were moved between areas. This indicates that local labour supplies are less able to meet labour demands than was the case a year ago, a normal result of a decrease in unemployment.

All regions were again successful in increasing the number of placements effected, although the degree of participation in the general improvement varied considerably. Regionally, the percentage changes in total placements over August 1961 were:

Atlantic	+ 5.3
Quebec	+30.4
Ontario	+14.8
Prairie	+17.9
Pacific	+ 1.2

Cumulative placement totals for the first eight months of 1962 amounted to some 867,900, higher by 23.5 per cent than the total for the corresponding period in 1961 and higher than in any previous year since 1945. Indications are that the year 1962 will record another postwar record in placement activity.

Some 166,300 vacancies were notified to NES local offices by employers during August, an increase over the number last month and last year. Male vacancies, at 102,800, were up over last year by 18.3 per cent, and female vacancies increased by 10.3 per cent to a total of some 63,500.

During the first eight months of 1962, more than 1,031,000 vacancies have been notified to NES local offices, a total that is higher than that during the corresponding period in any year since 1947.

81st Meeting, National Employment Committee

Tribute to the efficiency of and the expansion in the operations of the National Employment Service during the past year was paid by the National Employment Committee at its 81st meeting in Ottawa at the end of August. The meeting was under the chairmanship of Frank N. McCallum, Oshawa, Past President of the Canadian Trucking Association.

Committee members reported increasing use of the NES by employers in their manpower recruitment. Figures submitted by the NES showed that some 865,000 vacancies were notified by employers to local offices of the NES during the first seven months of 1962, an increase of 25.1 per cent over 1961, and a higher number than in the corresponding period in any year since 1947. Placements effected on these vacancies totalled more than 727,000, the highest since 1945.

The Committee noted that 67.5 per cent of Canadian urban employers now obtain their employees through the NES. This figure represents a steady increase over past years.

A resolution was passed requesting the Commission to report to the next meeting of the Committee on the effects of economic policies upon the operations of the NES. The Committee voiced the fear that too-stringent economies levied upon the NES might hinder it from properly ful-

filling its function—efficiently placing workers in employment. The Committee thought that an inadequately staffed NES might hinder improvement in the national economy.

The Committee expressed its approval in principle of the growing trend toward providing increased facilities for academic training of unemployed workers to enable them to qualify for admission to vocational training. Without such training many of them would experience considerable difficulty meeting present-day job requirements, the Committee pointed out

Women in the Canadian labour force, in terms of a percentage of the estimated population 14 years of age and over, have increased rapidly over the past four years, the Committee noted, whereas the proportion of men in the labour force in relation to population in the same age group has decreased.

In July 1958, women over 14 years of age in the labour force made up 26.7 per cent of this age group in the population; by July 1962 this ratio had climbed to 30 per cent. Men in the same age group in the labour force declined from 84.4 per cent in July 1958 to 82.8 per cent in July 1962.

The National Employment Committee consists of representatives of employers' and employees' organizations, and of national organizations of women, veterans, agriculture and welfare. The Committee's function is to advise and assist the Unemployment Insurance Commission in carrying out the operations of the National Employment Service.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2025, July 31, 1962

(*Translation*)

Summary of the Main Facts: The claimant filed an initial application for benefit on February 28, 1962, and registered for employment as a construction labourer. He had last worked as a truck driver for [a transport company] at $60 a week, from July 1961 to Monday, February 26, 1962.

His explanation regarding the termination of his employment was:

Dismissed because I refused to do overtime on Monday evening, without being paid. Referred to this employment by your office, 48 hours a week and time and a half after 48 hours. As it turned out, the Company, having a large contract, made me work unpaid overtime and instead of 48 hours, I was doing about 58 hours. All the time I believed that my employer would pay me overtime. I spoke of it to . . . , my boss, who told me that I was paid for that time. Then, on Monday the 26th, they asked me again to work in the evening without being paid. I refused flatly and was dismissed.

On March 6, 1962, the employer made the following comments:

The last day that he worked for me till six in the evening, he told me that he was not going to work past 6 o'clock, and he left; that night, we finished at 7.30 p.m.

He was hired at $60 per week, to finish early or late, which latter did not happen often, and not for long. For a transport company it is practically impossible to finish exactly on the hour.

On March 13, the insurance officer disqualified the claimant from receiving benefit from February 25, 1962, to April 7, 1962, under section 60 (1) of the Act, for having voluntarily left his employment without just cause.

On March 20, the claimant appealed to a board of referees. His appeal reads in part as follows:

For several months, it was necessary to work from 7 a.m. to 7.30 p.m. because [my supervisor] made me work as a labourer every evening from 6 to 7:30 p.m., loading my truck, which had to be ready for the following day. It had been agreed that the Company would pay a supplementary wage for this additional work, but I never received it.

On February 26 last, at 6 p.m., not having eaten and being completely worn out, I wanted to put an end to the supervisor's ambition by telling him as follows: "It is 6 o'clock, I am tired, I have not eaten. I do not want to work in the evening without being paid." I took my working clothes and left without the supervisor saying anything whatsoever.

On the morning of the following day, I returned to work and after working for a short time . . . the supervisor told me: "I have no more work for you. This man is replacing you. You will receive your unemployment insurance books in a few days."

This is evidence that I did not leave of my own free will. When I refused to work in the evening without being paid, I simply wanted to remind the boss that he had no right to misuse us, and have never said anything that I would take back. This action on my part was simply to claim a perfect legitimate right . . .

On April 9, the claimant forwarded to the local office of the Commission a letter, which contained the following:

. . . When the basic wage was brought up from $50 to $60 per week, providing our helper disappeared, there was no question

that time-and-a-half would disappear for the extra time.

It is not true that the extra work happened only occasionally and was not for long. I can say that the extra work showed up at least three evenings in five on the whole, and five evenings in every five during the last two months. In addition, this time varied from one to two hours and a half, but, on the whole, this period was of one and a half to two hours . . .

The claimant was present when the board of referees heard his case on April 13. The board's majority decision reads, in part:

. . . The claimant told us this morning that when he began he was earning $50 a week and had a helper in his work. Shortly afterwards he asked for and obtained $60 a week but without help. The work consisted in transporting merchandise and in the evenings when he arrived back with his truck, about 5 o'clock to half past 5, he unloaded and prepared the following day's work, which sometimes could last to about 7 o'clock or half past 7. The employee has worked at that place for eight months and it was only on that day that he decided to change his working conditions and finish at 6 o'clock.

We don't think that there has been any breach of contract and under the circumstances the members of the board of referees, by a majority, agree to uphold the insurance officer's decision and reject the claimant's appeal.

The dissenting member of the board expressed the opinion that, as the claimant had, for more than eight months, worked under difficult conditions, the fact he had refused on one evening to work after six o'clock was not a valid reason for being dismissed.

On April 18, the claimant appealed to the Umpire for the same reasons as those he gave in his appeal to the board of referees and in his letter of April 9.

Considerations and conclusions: The claimant has not established that his supervisor's demand on the evening of February 26, 1962, was not in agreement with the contract of employment which existed between him and his employer. This is also the conclusion reached by the board of referees after having heard the claimant's testimony.

The dissent of one of the members of the board is chiefly based on a reason that might have led the claimant to act as he did, to wit, overtiredness on that day, and also on the fact that this was the first time he had acted in this way. This does not constitute a valid reason for removing the insurance officer's decision. They were extenuating circumstances, however, and I am going to take them into account in deciding to reduce the disqualification from six to four weeks.

In all other respects, I dismiss the claimant's appeal.

Decision CUB 2036, August 16, 1962

Summary of the Main Facts: The claimant had worked as a messenger for [a bank] from December 1921 to December 28, 1961. On January 19, 1962, he made an initial application for unemployment insurance benefit in which he stated that his salary had been $300 a month and that he was retired effective January 1, 1962.

The employer confirmed that the reason for separation was retirement but added that the claimant would be paid $300 a month from January 1 to June 15, 1962 as an "allowance prior to pension."

On January 31, 1962, the insurance officer notified the claimant that, on the information that had been presented, he was disqualified and benefit suspended from January 14, 1962 to June 9, 1962, because "You are in receipt of your normal remuneration for full working weeks while your contract of service continues and have therefore not proven that you are unemployed, as required by section 57(1) of the Unemployment Insurance Act and Regulations 155(5)."

The insurance officer also notified the claimant that his earnings for the week beginning June 10, 1962 were determined to be $57.75. On February 6, the claimant appealed to a board of referees regarding the monies he was receiving up to June 15.

This money is not my regular wages up to that date as I earned approx. $330 per month while employed. This is not a compulsory payment which has to be made by my employer. It is something my employer does voluntarily and if he decided I wouldn't have been entitled to it I had no claim on it whatsoever. What the money would amount to would be a gift or a bonus because of my 40 years of service, nothing more. I do not feel that this money should be considered as earnings as I am not receiving it for services rendered.

The following (Exhibit 6) is a record of a telephone conversation between the insurance officer and an officer of the bank on February 21:

Allowance is an honorarium for good service and is based on years of service as follows:

25 years and under 30 years	4 months pay;
30 years and under 35 years	5 months pay;
35 years and over	6 months pay.

Payment of pension does not begin until honorarium terminates or is completely paid.

Honorarium is reduced by excessive sick leave taken but normal sick leave taken, e.g., 1½ days per month, does not affect the amount to be paid. Bank considers the claimant completely separated from employment and not under contract of service.

Claimant's rate of pay was $3600 per year and bonus of 10 per cent, which is never quoted as pay rate. This accounts for claimant's statement in his appeal that he was receiving $330 per month.

The claimant had excessive sick leave at one time during his service—therefore the possible 6 months' pay on retirement was reduced to 5½ months, to June 15, 1962.

In a memorandum to the board of referees, the insurance officer stated:

On receipt of the information contained in Exhibit 6 the insurance officer reviewed the claim but decided not to alter his original decision. While the employer states that the contract of service was not continuing during the period that the claimant was in receipt of allowance in question, technically a contract of service is continuing as evidenced by the fact that the pension doesn't commence until the monies are used up.

The majority decision of the board of referees, which heard the case on March 9, reads:

The claimant was present at the hearing on the request of the chairman . . . The claimant stated that he is being paid as he was before he retired; that he could take another job; that neither he nor the bank is contributing to the fund. The board considered these facts along with the evidence presented in the submission . . .

It is the majority decision of the board that the insurance officer correctly determined that the claimant should be considered as not unemployed during the period 14 January 1962 to 9 June 1962 inclusive and that the determination of earnings . . . was made properly. The claimant considers that he is completely separated from employment and the bank has stated that he is not under contract of service; nevertheless, the claimant receives his regular pay at the regular times and he cannot draw his pension until the so-called honorarium terminates or is completely paid. The majority of the board considers that the contract of service continues as long as the claimant is being paid regularly or until the pension commences . . .

The appeal is disallowed by the majority of the board and the decision of the insurance officer upheld.

The dissenting member of the board of referees stated:

. . . it is my opinion that this money he receives, although it is the same as his wages were previously, is intended as a severance pay or retirement pay according to his length of service with the bank and, as it has been said in past decisions, that if this money is paid in lump sums the claimant would be entitled to receive unemployment insurance; but I believe that if he is considered to be still in employment then the insurance office should see that the bank places stamps in his book for the five and one-half months he receives payment from the bank. In 172(2)(f) of the Regulations, it states "bonuses, gratuities, severance pay or retirement payments payable at the time of, *or after*, the termination of the claimant's contract of service." Therefore, it is my conclusion that the claimant's appeal should be allowed because of the bank's statement that the claimant is completely separated from his employment and not under contract of service.

On April 11 the claimant appealed to the Umpire and said:

I wish to appeal the majority decision of the board of referees on the basis that it is erroneous. My views are based on the premise that I completely separated from my employment on 29 December, 1961, and that no contract of service existed between me and the employer during the period for which I have been disqualified.

It seems entirely unfair on the one hand to consider the honorarium paid to me as earnings for unemployment insurance benefit, and on the other, not make deductions for contribution purposes.

I believe that there is a significant point involved in this particular case, and it is therefore my request that the matter be referred to the Umpire for a decision.

The Chief of the Adjudication Division of the Unemployment Insurance Commission in a statement of observations for consideration by the Umpire said:

The claimant has expressed in his appeal the view that it is unfair to deny benefit, as contributions are not required during this period. The provisions applicable to the payment of benefit in this case are different from those applicable to the payment of contributions. Therefore, the fact that contributions are not payable cannot affect the question at issue. Furthermore, the claimant's contention is not that contributions are payable under the Unemployment Insurance Act for this period and, as noted by the Umpire in CUB 1655 and other decisions, this question is not before him for decision.

It is submitted that the decision of the board of referees has correctly assessed the facts in this case and has correctly applied the relevant provisions in accordance with the principles outlined in numerous decisions of the Umpire and particularly in CUB 1869, which was noted in the submission to the board of referees. The decison of the board should therefore be upheld.

Considerations and conclusions: The fact that the claimant's name was retained on the payroll of his employer until June 15, 1962, and the further fact that the effective date of his actual retirement on pension was June 16, 1962 are not sufficient, alone, to prove that the employer-employee relationship continued during the period January 1 to June 15, 1962.

Both the claimant and his employer have denied the existence of such a relationship and, as there is no evidence (a) that the 5½ months comprising the period in question were counted as months of service for pension purposes and (b) that the ordinary deductions for the same or other similar purposes were made from the claimant's "allowance," I see no valid reason to consider that the claimant's contract of service continued during the period in question. Consequently, the claimant's case, in my view, is not one to which subsection (5) of Regulation 155 applies, and I so decide.

Furthermore, the claimant's statement that the monthly payments he received from his employer for the period January 1 to June 15, 1962 were not compulsory payments and that if the latter had decided not to make them he would have no claim on them "whatsoever" constitutes *prima facie,* and in the absence of proof to the contrary, satisfactory evidence that such payments were not an income "arising out of his contract of employment" within the meaning of that expression in Regulation 172 (1) (b). Those payments were in the nature of bonuses or gratuities and, therefore, shall not be considered as earnings pursuant to subsection (2) of that Regulation.

I consequently decide to allow the claimant's appeal.

Recent Regulations

(*Continued from page 1192*)

Labour Relations Act and the Board was authorized to make special rules to expedite proceedings in that industry.

The new regulations set out the procedures to be followed in the construction industry when applying for certification and prescribe special forms. They also lay down rules regarding the fixing of "terminal dates," that is, the time limits within which interventions, objections and representations must be filed.

Terminal dates for applications for certification in the construction industry may not be less than four or more than six days after the Registrar serves the employer with the notices of application for posting, if served personally, or after the day on which the notices were mailed, if served by mail. In other industries the time limit remains from 5 to 10 days.

Among other information, the special form prescribed for use in the construction industry requires an applicant for certification to give the specific nature of the respondent's business affected by the application, and a detailed description of the unit of employees of the respondent that the applicant claims to be appropriate for collective bargaining, including the municipality or other geographic area affected. If a pre-hearing representation vote is requested, however, the general form must be used and the rules applicable to other industries will apply.

Another new rule for the construction industry provides that a trade union wishing to intervene in any certification proceedings must notify the Registrar immediately by telegram and file its intervention not later than the terminal date.

CORRECTION

On page 965 of the August number, column 2, in the description of the new special order governing truck drivers—Order No. 8 (1962) under the Saskatchewan Minimum Wage Act—the minimum rate quoted for swampers and helpers under the former order, "90 cents a mile," should have been 90 cents an hour.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 150 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 134 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 91 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$ 1,358.00
Defence Production	181	1,073,690.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Northern Affairs and National Resources	2	72,515.00
Post Office	6	205,996.20
Royal Canadian Mounted Police	5	18,383.60

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of $1,320.49 was collected from nine contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 103 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Atomic Energy of Canada Limited

Chalk River Ont: Walter G Mansveld, painting Bld 432; Triangle Paving Ltd, paving of streets, driveways, etc.

Department of Agriculture

Melfort Sask: Valleau Construction Ltd, alterations to electrical distribution system, Experimental Farm.

Central Mortgage and Housing Corporation

Montreal Que: Edgar Milot Inc, exterior painting of 348 housing units, Benny Farm. *Pointe aux Trembles Que:* Planned Renovators Ltd, painting front halls & stairways in 25 bldgs, St George Gardens Housing Project. *Sherbrooke Que:* Dependable Painting Ltd, exterior painting of houses. *Ville St Michel Que:* Planned Renovators Ltd, exterior painting of apartment blocks (Terrasse St Michel). *Toronto Ont:* Dell Construction Co Ltd, construction of high rise apartment bldg & outside work (FP 9/59, Phase 11), Warden Avenue. *Windsor Ont:* Carl S Schaum, landscaping for 57 housing units & high rise bldg (FP 5/59, Phase 11). *Pinawa Man:* Pearson Construction Co Ltd, construction of water treatment plant (Job 24).

In addition, this Corporation awarded five contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Lorette Indian Agency Que: Alexandre Darveau, installation of water supply & sewer extension, Lorette IR. *James Bay Indian Agency Ont:* Pulsifer Construction Ltd, roof repairs, Moose Factory IRS. *Portage la Prairie Indian Agency Man:* The Harper Construction Co Ltd, renovations to mechanical services (Phase 1, boiler plant improvements), Birtle IRS; Black-Gold Construction, reconstruction of road, Lizard Point IR. *Battleford Indian Agency Sask:* Bodards Ltd, installation of fire protection system, etc, Onion Lake IRS. *Duck Lake Indian Agency Sask:* Berg's Plumbing & Heating Ltd, moving & renovating school, Beardy, IR. *Touchwood Indian Agency Sask:* Philip Kram, construction of road, Poorman's IR. *Edmonton Indian Agency Alta:* G S Pomerleau, road construction, Alexis

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IR. *Lesser Slave Lake Indian Agency Alta:* Walter Schmidt, construction of houses, Sturgeon Lake IR. *Saddle Lake Indian Agency Alta:* Bucks Construction, road grading & gravelling, Saddle Lake IR; Knull & Reimer Ltd, road construction, Whitefish Lake IR. *Stony-Sarcee Indian Agency Alta:* Dryden Construction & Electrical Contractors, extension to power line, Sarcee IR. *Fort St John Indian Agency B C:* Paul Kinderwater, construction of school, staff residence, etc., Doig River IR No. 206.

Defence Construction (1951) Limited

Dartmouth NS: Annapolis Valley Construction Ltd, construction of Tacan Bldg & tower, HMCS *Shearwater. Halifax N S:* Malach Roofing & Flooring Ltd, re-roofing of Bldg 24, HMCS *Stadacona. Chatham N B:* Modern Construction Ltd, construction of armament bldgs with services, RCAF Station. *Ottawa Ont:* Taggart Construction Ltd, construction of roads & sewers, DRB, Shirley Bay. One contract in the restricted category.

Building and Maintenance

Summerside P E I: Malach Roofing & Flooring Ltd, re-roofing various bldgs, RCAF Station. *Halifax N S:* Boudreau Sheet Metal Works Ltd, asbestos shingling of two drill halls. *Bagotville Que:* The Tower Company (1961) Ltd, construction of GCA Bldg, RCAF Station. *Longue Pointe Que:* Morin & Plante Co Ltd, re-roofing various bldgs, COD. *Rivers Man:* Zenith Paving Ltd, asphalt resurfacing of PMQ driveways, RCAF Station. *Winnipeg Man:* Belco Building & Decorating Co Ltd, exterior painting of various bldgs, RCAF Station.

Department of Defence Production

Aldershot N S: Wallace & Tiernan Ltd, installation of chlorinator in Bldg ♯2, Camp area. *Amherst N S:* E H Campbell, replacement of heating system at Armoury. *Cornwallis N S:* Donald J Lowe, exterior painting of various bldgs, HMCS *Cornwallis;* Webb Engineering Ltd, renewal of upper sections of steel smoke stacks, CHP, HMCS *Cornwallis. Debert N S:* Currie E Geldart, repairs to drill hall, Camp; Warren (Maritimes) Ltd, repairs to pavement, Air Field. *Halifax N S:* Nova Scotia Waterproofers Ltd, repairs to masonry at Bldg ♯33, Willow Park. *Shearwater N S:* H C Gray, exterior & interior painting, Hampton Gray School, RCN Air Station. *Camp Gagetown N B:* Cowan Construction Co, supply & erection of Coseley frame for National Survival Training Site. *Coaticook Que:* William Lavallee Construction Ltd, repairs to masonry & roofing at Armoury. *Valcartier Que:* Marbo Enr, exterior painting of bldgs, Camp. *Centralia Ont:* Robert Chapman & Son, repainting exterior of 91 PMQs, RCAF Station. *Downsview Ont:* A P Green Firebrick Co Ltd, resetting of boiler No 2, Plant 2, RCAF Station. *Petawawa Ont:* Malach Roofing & Flooring Ltd, installation of flashing & roof; Louis Markus & Son Ltd, installation of overhead doors, Camp. *Fort Churchill Man:* Lacey Construction Ltd, installation of power-operated door. *Edmonton Alta:* Bond & Leitch Ltd, damp-proofing shower rooms, Griesbach Barracks. *Victoria B C:* Old Country Industrial Contractors Ltd, painting interior of Bldg No 25 (Grant Block), Royal Roads.

In addition, this Department awarded 56 contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: Standard Paving Maritime Ltd, paving areas at Richmond Terminals. *Three Rivers Que:* L O Trottier & Fils Ltee, construction of wharf at Section 7.

Department of Northern Affairs and National Resources

Fundy National Park N B: M. D. Chown & Sons, construction of various bldgs, etc. *Waterton Lakes National Park Alta:* Big Indian Drilling Co Ltd, drilling of test holes. *Fort Franklin N W T:* St Laurent Construction Ltd, construction of bldgs. *Fort Resolution N W T:* St Laurent Construction Ltd, construction of house & addition to school.

In addition, this Department awarded four contracts containing the General Fair Wages Clause.

Post Office Department

This Department awarded two contracts containing the General Fair Wages Clause.

Department of Public Works

Channel (Port aux Basques) Nfld: Benson Builders Ltd, wharf repairs & extension. *Deer Harbour Nfld:* Benson Builders Ltd, wharf reconstruction. *Robert's Arm Nfld:* Benson Builders Ltd, wharf reconstruction. *St John's Nfld:* T C Gorman (Nova Scotia) Ltd, harbour improvements; Sanitary Cleaners, window cleaning, federal bldgs. *South Dildo Nfld:* H Drover & Co Ltd, wharf repairs. *Goose Bay (Happy Valley Labr) Nfld:* Henry J Kaiser Co (Canada) Ltd, application of concrete overlay in shed. *West St Modiste (Labr) Nfld:* Gid Sacrey Ltd, construction of community stage. *North Rustico P E I:* Colin R MacDonald Ltd, harbour improvements (landing extension). *Bridgewater N S:* Blake Taylor, wharf repairs. *Dartmouth N S:* The J P Porter Co Ltd, wharf extension, part "A." *Lower Jordan Bay N S:* Colin R MacDonald Ltd, construction of wharf. *Sandford N S:* B & M Comeau Construction Co Ltd, breakwater improvements. *Springhill N S:* Parsons Construction Co Ltd, construction of federal bldg. *Sydney Mines N S:* M R Chappell Ltd, construction of federal bldg. *Alma N B:* Robert Lloyd Galbraith, repairs to breakwaters. *Saint John N B:* Vincent Construction Co Ltd, repointing & repairs, New Post Office Bldg. *Sussex N B:* Simpson Construction Ltd, construction of federal bldg. *Val Comeau N B:* Comeau & Savoie Construction Ltd, construction of stone wall & dredging. *Cloridorme Que:* J Etienne Beaudoin, construction of protection works. *Matane Que:* Georges Tremblay, construction of protection works; L O Trottier & Fils Ltee, harbour improvements (east breakwater reconstruction). *Mont Louis Que:* Horace Lemieux, Gaspe Copper wharf repairs. *Parent Que:* Michel Rivard Ltee, construction of post office bldg. *Ste Anne de Beaupre Que:* Construction Orleans Inc, wharf repairs. *St Joachim de Tourelle Que:* Adrien Collin & Aime Labrie, reconstruction of protection wall. *St Laurent Que:* J M Cote, modifications & alterations for National Film Board, 3255 Cote de Liesse Road. *Hanover Ont:* Mel Wedow Construction, construction of federal bldg. *Leamington Ont:* Dean Construction Co Ltd, wharf widening. *Midland Ont:* Stellmar Contracting Co Ltd, harbour facilities. *Ottawa Ont:* W D Laflamme Ltd, rehabilitation of Chaudiere crossing, Buchanan & OHE canal bridges; Canadian Refractories Construction Ltd, refractory repairs to boilers in various bldgs; Nelson Purdy Cartage, removal of ashes, Plouffe Park, Cliff St, Riverside Drive & Central Experimental Farm. *Pelee Island Ont:* Ontario Marine & Dredging Ltd, construction of breakwater. *Petawawa Ont:* M Sullivan & Son Ltd, addition to office bldg, Forest Experimental Station. *Petrolia Ont:* Maaten Construction Co Ltd, construction of federal bldg. *Toronto Ont:* McNamara Construction of Ontario Ltd, construction of UIC Bldg. *Boissevain Man:* The Harper Construction Co Ltd, installation of sewage disposal system, International Peace Gardens. *Gimli Man:* Gimli Construction Co Ltd, wharf repairs. *Riding Mountain National Park Man:* Kent Construction (Brandon) Ltd, grading, culverts & surface treatment, McKinnon Creek ski hill access road. *Selkirk Man:* Peter Boorberg Enterprises Ltd, wharf repairs. *Leader Sask:* Knutson Construction Co Ltd, construction of post office bldg. *High Prairie Alta:* Forest Construction Ltd, construction of federal bldg. *Lacombe Alta:* Mr & Mrs R. Keitel, cleaning interior of federal bldg. *Whitecourt Alta:* R Holzer Construction Ltd, additions & alterations to post office bldg. *Agassiz B C:* Commercial Plumbing & Heating Ltd, installation of plumbing system, Mountain Camp; West Coast Painting Co Ltd, exterior & interior painting, Mountain Camp; S & S Electric Ltd, electrical installations, Mountain Camp; Argus Installation Ltd, heating installations, Mountain Camp. *Glacier & Mount Revelstoke National Parks B C:* Astra Construction Co, erection of guide fence & seeding. *Vancouver B C:* Mainland Installations Ltd, alterations to Customs House. *Victoria B C:* Excelsior Building Maintenance Ltd, cleaning for Unemployment Insurance Commission (rented bldg). *Coppermine N W T:* Fuller & Knowles Co Ltd, installation of mechanical & electrical work for various bldgs. *Hay River N W T:* Mamczasz Bridge Construction, construction of bridge over the West Channel. *Tuktoyaktuk N W T:* Canadian Equipment Sales & Service Co Ltd, installation of bulk oil storage system; Fuller & Knowles Co Ltd, installation of mechanical & electrical work for bath house & laundry. *Wood Buffalo National Park N W T:* Vernon E Sandy Contractors Ltd, construction of development road, Pine Lake to Jackfish River.

In addition, this Department awarded 22 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Beauharnois Que: Frost Steel & Wire Co Quebec Ltd, supply & erection of chain link fencing at east side of Lower Beauharnois Lock. *Lachine Que:* St Lawrence Steeplejacks Co Ltd, painting of Bridge No 4, Lachine Canal. *Montreal Que:* Frost Steel & Wire Co

(*Continued on page 1210*)

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PRICES AND THE COST OF LIVING

Consumer Price Index, September 1962

The consumer price index (1949=100) declined 0.3 per cent from 131.4 to 131.0 between August and September.* A decrease in the food index accounted for most of the decline. Moderate declines occurred also in the transportation and recreation and reading indexes. The housing and clothing indexes rose somewhat, however, and the health and personal care, and the tobacco and alcohol indexes, remained unchanged.

The index one year earlier was 129.1.

The food index declined 1.2 per cent from 128.4 to 126.8 despite further price increases for beef and higher prices for cured pork, eggs, poultry, citrus fruits, bananas and fats. These were more than balanced by sharp seasonal declines for a wide range of fresh fruits and vegetables, particularly potatoes, tomatoes, corn, apples, peaches and grapes. Price declines also occurred for fresh pork and butter.

The housing index rose 0.1 per cent from 135.1 to 135.2 as the household operation component moved to a higher level, the shelter component remaining unchanged. In household operation, prices were higher for fuel, furniture, floor coverings, textiles, utensils and equipment, with household supply prices lower. In shelter, rents were unchanged but the home-ownership index increased.

The clothing index rose 0.5 per cent from 112.7 to 113.3 as prices of a number of items of men's, women's and children's wear advanced not only from summer sales levels but also beyond pre-sales levels. Prices were also higher for men's shoes, piece goods and clothing services, which cover laundry, dry cleaning and shoe repairs.

The transportation index declined 0.4 per cent from 140.8 to 140.3 as a result of a drop in the automobile operation component. Lower prices for new passenger cars, gasoline, tires, muffler replacement and batteries offset price increases for lubrication, fender repairs and brake relining. In passenger cars, most cities reported seasonal declines for year-end 1962 models although prices held generally firm with a scatter of price increases for some models.

See Table F-1, p. 1228.

The health and personal care index was unchanged at 158.2. The health component remained at its previous level, and a fractional decline in the personal care component was not sufficient to move the index.

The recreation and reading index declined 0.1 per cent from 147.8 to 147.6; the reading component was unchanged, and lower prices for bicycles and television repairs moved the recreation component.

The tobacco and alcohol index remained unchanged at 118.0.

Group indexes in September 1962 were: food 126.8, housing 135.2, clothing 113.3, transportation 140.3, health and personal care 158.2, recreation and reading 147.6, and tobacco and alcohol 118.0.

City Consumer Price Indexes, August 1962

Consumer price indexes (1949=100) rose in eight of the ten regional cities* between July and August. Indexes in Winnipeg and Vancouver declined slightly.

Increases ranged from 0.1 per cent in Edmonton-Calgary to 1.2 per cent in St. John's, Nfld.

Food indexes rose in eight cities and decreased in two. Housing indexes were higher in five cities, unchanged in three and lower in the other two. Clothing indexes showed no change in five cities and declined in five. Transportation indexes were constant in eight cities, increased in one and decreased in one. The health and personal care index fell in all cities except St. John's, Nfld., where it increased. Unchanged indexes for recreation and reading are noted in six cities, with increases in three and a decrease in one. Indexes for tobacco and alcohol rose in four cities, remained constant in five, and declined in one.

Percentage changes in regional consumer price indexes between July and August were: St. John's +1.2, Halifax +0.8, Saint John +0.7, Montreal +0.4, Ottawa +0.4, Toronto +0.4, Saskatoon-Regina +0.3, Edmonton-Calgary +0.1, Winnipeg −0.1, and Vancouver −0.1.

Regional consumer price index point changes between July and August were: St. John's +1.4 to 118.7†; Halifax +1.0 to 131.3; Saint John +0.9 to 132.7; Montreal +0.5 to 131.6; Ottawa +0.5 to 132.4;

See Table F-2, p. 1228.
†On base June 1951=100.

Toronto +0.5 to 133.1; Saskatoon-Regina +0.4 to 128.3; Edmonton-Calgary +0.1 to 126.5; Winnipeg —0.1 to 129.4; Vancouver —0.1 to 129.7.

Wholesale Price Index, August 1962

The general wholesale index (1935-39=100) rose to 242.5 in August, up 0.5 per cent from the July index of 241.3, and 3.4 per cent from the August 1961 index of 234.5.

Four major group indexes were higher in August, two declined, and two groups, non-ferrous metal products and non-metallic minerals products, were unchanged.

The animal products group index rose 2.0 per cent to 271.8 from 266.6, the textile products group rose 0.6 per cent to 244.3 from 242.7, the wood products group index moved up 0.5 per cent to 319.0 from 317.4, and the vegetable products group index advanced slightly to 212.3 from 212.2.

Two major group indexes were lower by 0.2 per cent or less in August: chemical products to 191.0 from 191.4, and iron products to 255.6 from 255.9.

The non-ferrous metal products and non-metallic mineral products indexes were unchanged at 193.2 and 190.0, respectively.

The residential building material price index (1935-39=100) eased down to 296.8 from 296.9 between July and August. On the base 1949=100, it was unchanged at 130.2.

The price index of non-residential building materials (1949=100) edged up to 132.0 from 131.9.

U.S. Consumer Price Index, August 1962

The United States consumer price index (1957-59=100) remained at 105.5 between mid-July and mid-August, a period in which it historically has declined about 0.2 per cent. The August 1962 index was 1.2 per cent higher than that for August last year.

Although the index showed no net change during the month, the group indexes showed mixed movements: the indexes for transportation and for reading and recreation went up, those for apparel and for other goods and services went down. Although prices for meats and some fresh fruits were higher, for other fresh fruits and vegetables they were lower, with the result that the food group index was unchanged.

The medical care group index was unchanged for the first time since June 1954.

British Index of Retail Prices, July 1962

The British index of retail prices (Jan. 16, 1962=100) declined from 102.9 to 102.5 between mid-June and mid-July. On the former base, Jan. 17, 1956=100, it dropped from 120.9 to 120.4; in July 1961 the index on this base was 114.6.

A marked fall in the price of potatoes and lesser drops in the prices of tomatoes and other fresh vegetables were partly offset by a rise in the price of eggs. The durable household goods index rose less than 1 per cent and all other groups were little changed.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 168

Accident Prevention

1. GREAT BRITAIN. MINISTRY OF LABOUR. *Guarding of Hand-fed Platen Machines.* London, HMSO, 1962. Pp. 12.

2. GREAT BRITAIN. MINISTRY OF LABOUR. *Safety in the Use of Machinery in Bakeries.* London, HMSO, 1962. Pp. 80.

Accidents

3. GREAT BRITAIN. FACTORY INSPECTORATE. *Guide to Statistics collected by H. M. Factory Inspectorate.* London, HMSO, 1960.

The aim of this booklet "is to provide information about the scope and methods of collection and treatment of accident statistics, in order to help those who use the figures to understand and interpret them. The statistics show where accidents happen, their nature and the circumstances in which they occur."

4. U.S. Bureau of Labor Standards. *Roofing Operations.* Washington, GPO, 1962. Pp. 9.

Describes an investigation made under the child-labor provisions of the U.S. Fair Labor Standards Act, to determine whether roofing operations are too dangerous for the employment of 16- and 17-year-old minors and should be subject to the 18-year minimum employment age.

Annual Reports

5. Nova Scotia. Workmen's Compensation Board. *Report for 1961.* Halifax, Queen's Printer, 1962. Pp. 29.

6. Ontario. Workmen's Compensation Board. *Annual Report, 1961.* Toronto, Queen's Printer, 1962. Pp. 103.

7. Quebec (Prov.) Workmen's Compensation Commission. *Thirty-fourth Annual Report, 1961. 34e rapport annuel.* Quebec, 1962. Pp. 43. (Text in French and English.)

Business Cycles

8. Haberler, Gottfried. *Prosperity and Depression; a Theoretical Analysis of Cyclical Movements.* New rev. and enl. [i.e. 4th] ed. London, Allen & Unwin, 1960. Pp. 520.

"The present study confines itself to the task of analysing existing theories of the business cycle and deriving therefrom a synthetic account of the nature and possible causes of economic fluctuations."

9. Shiskin, Julius. *Electronic Computers and Business Indicators.* New York, National Bureau of Economic Research, 1957. Pp. 219-267.

Discusses how electronic computers aid in business forecasting and in analyzing business cycles.

Disabled—Rehabilitation

10. U.S. Bureau of Labor Standards. *Workmen's Compensation and the Physically Handicapped Worker.* Washington, GPO, 1961. Pp. 126.

Demonstrates that American employers will not have higher workmen's compensation costs because they employ physically handicapped workers.

11. U.S. President's Committee on Employment of the Physically Handicapped. Advisory Council. *Special Report to the President, December 14, 1961.* Washington, GPO, 1962. Pp. 45.

Contains a summary of activities of major Federal departments and agencies working with and for the handicapped during President Kennedy's first year in office.

Economic Conditions

12. Committee for Economic Development. *Economic Literacy for Americans, a Program for Schools and for Citizens. A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development, February 1962.* New York, 1962. Pp. 55.

Suggests some ways of teaching economics to make the subject understandable to more people.

13. Denison, Edward Fulton. *The Sources of Economic Growth in the United States and the Alternatives before us.* New York, Committee for Economic Development, 1962. Pp. 297.

Considers labour, land and capital as elements in economic growth and the advance of productivity, and suggests means of increasing the growth rate.

Education

14. Jackson, Robert William Brierly. *The Atkinson Study of Utilization of Student Resources in Ontario; Report submitted to the National Conference of Canadian Universities, June 5, 1958.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1958. Pp. 53.

The Atkinson Study is a follow-up study of students enrolled in Grade 13 courses in Ontario during the 1955-56 school year. The author tells something of the background and history and findings of this study.

15. U.S. Congress. House. Commitee on Education and Labor. *Emergency Educational Aid Act of 1961; Report to accompany H. R. 8890.* Washington, GPO, 1961. Pp. 29.

The U.S. Congressional Committee on Education and Labor considered legislation having to do with federal assistance in school construction.

Education, Vocational

16. Canada. Department of Labour. *An Analysis of the Carpentry Trade.* Rev. ed. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1961. Pp. 123.

17. Canada. Department of Labour. *An Analysis of the Refrigeration and Air Conditioning Trade.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1961. Pp. [113].

18. Canada. Department of Labour. *Vocational Training Program in Canada. Part D. Vocational Training Needs in Canadian Agriculture.* Ottawa, 1962. Pp. 92. No. 5 in the series, Research Program on the Training of Skilled Manpower.

19. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Developing Employee Skills; a Panel Discussion . . . April 10th, 1962 . . . Montreal.* Montreal, 1962. Pp. 29.

The three speakers on the panel were Mr. D. B. Best, Personnel Superintendent, Northern Eelectric Company, Montreal; Mr. W. W. Werry, Vice-Principal of the Montreal Institute of Technology; and, Mr. J. P. Francis, Director of the Economics and Research Branch, Department of Labour, Ottawa. The speakers dealt with the problem of the shortage of skilled technicians in some areas of the labour market and serious unemployment in others. Various suggestions were made for dealing with the question of in-plant training, courses in technical institutes, and federal assistance to the provinces in technical and vocational training.

20. U.S. CONGRESS. HOUSE. COMMITEE ON EDUCATION AND LABOR. *Manpower Development and Training Act of 1961; Report to accompany H.R. 8399.* Washington, GPO, 1961. Pp. 29.

The bill (H.R. 8399) was intended to provide aid for workers to adjust to problems arising out of automation, rapid technological advances and other changes in the structure of the economy.

Electronic Data Processing

21. AMERICAN MANAGEMENT ASSOCIATION. *Advances in Management Information Systems Techniques.* New York, c1962. Pp. 16.

22. HOOS, IDA RUSSAKOFF. *Automation in the Office.* Washington, Public Affairs Press, 1961. Pp. 138.

Concerns the possible long-run effects of automation on the clerical labour force. The author based her study on interviews with office personnel ranging from top management to file clerks in manufacturing companies, banks, insurance companies, government offices, electronic data-processing equipment manufacturing plants, etc.

Industrial Relations

23. ASIAN REGIONAL SEMINAR ON THE PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES, KUALA LUMPUR, 1961. *Report.* [Geneva?] International Labour Organization [1962?] Pp. 20, 5, 4. At head of title: ARSID/1961/D.25. International Labour Organization.

24. EVANS, HYWELL. *Government Regulations of Industrial Relations; a Comparative Study of United States and British Experience.* Ithaca, New York State School of Industrial and Labor Relations at Cornell University, 1961. Pp. 116.

A comparison of labour legislation in the U.S. and Great Britain, with special emphasis on the National Labor Relations Act of 1935 (the Wagner Act) and the Labor-Management Relations Act of 1947 (the Taft-Hartley Act).

25. LEVINSON, HAROLD MYER. *Collective Bargaining in the Steel Industry: Pattern Setter or Pattern Follower?* Detroit, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, c1962. Pp. 99.

"This study is a somewhat modified version of one completed . . . as part of a considerably broader analysis of collective bargaining in the steel industry conducted for the [U.S.] Labor Department by Professor E. R. Livernash of Harvard University."

The author examines the extent to which negotiated settlements in the steel industry have served as the basis for the adoption of the same or similar provisions in other important industries. He has analysed the magnitude and timing of negotiated changes in wage rates and major fringe benefits since 1945 in about 30 companies, or groups of companies, reperesentative of important industries.

26. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Changes in the Quebec Labour Relations Act; a Panel Discussion . . . November 30th, 1961 . . . Montreal.* Montreal, 1961. Pp. 26.

The four panel participants were Mr. C. Miron, Chief of the Conciliation and Arbitration Service, Department of Labour, Province of Quebec; Mr. F. C. Burnet, Industrial Relations Manager, Canadian Industries Limited, Montreal; Mr. Roger Provost, President of the Quebec Federation of Labour; and Mr. Harold Lande, Q.C., a specialist in labour law and a consultant in industrial relations. Much of the discussion concerned changes in the Quebec Labour Relations Act affecting conciliation procedures, strikes and lockouts, and the effect of a change in company ownership on a collective agreement, and decisions of the Labour Relations Board.

Labour Organization

27. BARKIN, SOLOMON. *The Decline of the Labour Movement and What can be done about it.* Santa Barbara, Calif., Center for the Study of Democratic Institutions, 1961. Pp. 75.

Examines the reasons for the decline in labour union membership in the U.S. Suggests five areas where improvements could be made to strengthen the labour movement.

28. BEEVER, R. COLIN. *European Unity and the Trade Union Movements.* Leyden, A. W. Sythoff, 1960. Pp. 303.

Discusses and evaluates the role of trade union organizations in the integration process of European countries.

29. EDITORIAL RESEARCH REPORTS. *Conflicts in Organized Labor,* by William B. Dickinson, Jr. [Washington] 1961. Pp. 677-694.

Deals with juridictional disputes in the trade union movement in the U.S.

30. INTERNATIONAL LABOUR OFFICE. *The Trade Union Situation in Sweden; Report of a Mission from the International Labour Office.* Geneva, 1961. Pp. 105.

A mission from the International Labour Office spent six weeks in Sweden in 1960 studying the question of freedom of association for the workers. They studied the trade union movement, industrial relations, collective bargaining, conditions of employment, industrial disputes etc. They conclude by saying, "Sweden may be noted as an example of a country in which trade unionism and the need for good industrial relations are taken for granted."

31. Lie, Haakon. *ABC of Trade Unionism.* Colombo International Labour Office, Workers' Education Division, 1960 Pp. 27.

32. Trades Union Congress. *What the TUC is doing, 1962.* London, 1962. Pp. 39.

An outline of the main activities of the General Council of TUC since September 1961.

Labouring Classes

33. International Association of Machinists. *A Positive World Trade Policy for Labor.* Washington, 1962. Pp. 48.

Contains a summary of reports and recommendations presented by speakers at a conference sponsored by the International Association of Machinists, and held in Washington on November 27, 28, and 29, 1961.

34. International Federation of Industrial Organizations and General Workers' Unions. *Report on the Section Conference for the Chemical Industries held at London, October 27th and 28th, 1961.* Amsterdam, 1962. 1 vol. (various pagings).

35. International Labour Office. *Hygiene in Shops and Offices.* Sixth item on the agenda. Geneva, 1962. Pp. 89. At head of title: Report 6 (1). International Labour Conference. 47th session, 1963.

Part 1 outlines the law and practice in different countries and includes a questionnaire to be completed by member governments.

36. Montreal. Board of Trade. Employee Relations Section. *Trends in Fringe Benefit Practices; a Panel Discussion . . . February 22nd, 1962 . . . Montreal.* Montreal, 1962. Pp. [31]

The three speakers on the panel included representatives from management, labour, and a firm of employee benefit consultants. They reviewed fringe benefit practices and costs and speculated on future prospects.

37. U.S. Bureau of Employment Security. *Family Characteristics of the Long-term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation Program, 1961-1962.* Washington, GPO, 1962. Pp. 206

Contains 25 statistical tables and analyses providing information on sex of claimant, age, marital status, household size, number of dependents, occupation, amount of benefit, pension status, months in labour force, period of unemployment, etc.

38. U.S. Bureau of Labor Standards. *Programs of National Organizations for Migratory Farm Workers and Their Families.* Washington, GPO, 1962. Pp. 48.

39. U.S. Congress. House. Committee on Education and Labor. *Impacts of Imports and Exports on Employment. Hearings before the Subcommittee on the Impact of Imports and Exports on American Employment of the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session. A Fact-finding Investigation of Foreign Competition and its Effects upon Domestic Employment . . .* Washington, GPO, 1961-1962. 5 parts in Library's set.

Contents: 1. Coal and Residual Fuel Oil. 3. Glass, Pottery, and Toys. 4. Textiles. 5. Steel and Aluminum. 8. Agricultural Products, Chemicals, Oil, Machinery, Motion Pictures, Transportation, and Other Industries.

40. U.S. President's Committee on Equal Employment Opportunity. *The First Nine Months; Report.* Washington, GPO, 1962. Pp. 64.

Covers the period April 7, 1961 to January 15, 1962.

This Presidential Committee seeks to insure "equal employment opportunity, without regard to race, creed, color or national origin both in government employment and in government contract employment."

41. Wilensky, Harold L. *The Uneven Distribution of Leisure: the Impact of Economic Growth on 'Free Time'.* Ann Arbor, University of Michigan, 1961. Pp. [32]-56.

The author argues that in the U.S. with economic growth "a growing minority works very long hours while increasing millions are reluctant victims of too much leisure."

Occupations

The following two pamphlets were prepared by the Economics and Research Branch, Department of Labour, Ottawa, and published by the Queen's Printer in 1962 as part of the "Canadian Occupations" series.

42. *Careers in Library Service.* Pp. 36.

Explains about the nature of work in libraries, different types of libraries, educational requirements, working conditions and employment outlook, etc.

43. *Careers in Natural Science.* Rev. ed. Pp. 76.

Explains about science as a field of employment, educational requirements, working conditions, etc., and provides brief information about these specific sciences: Physics, Chemistry, Geology, Mathematics, Biological Science, Science in Agriculture, and Forest Science.

Teaching Machines

44. Foundation for Research on Human Behavior. *Programmed Learning; Evolving Principles and Industrial Applications . . .* Editor: Jerome P. Lysaught. Ann Arbor, Mich., 1961. Pp. 179.

Report of a Seminar sponsored by the Foundation for Research on Human Behavior, Eastman Kodak Co., and the International Business Machines Corp. Partial Contents: Principles of Programming. The Eastman Kodak Experience and Programmed Learning: The Nature of Training Activities; Exploring Programmed Training; Using Programmed Instruction. IBM's Experience with developing Programmed Instruction. Learning Theory and Future Research. Known Programs and Programmers. Present and Possible Manufacturers of Teaching Machine Devices.

45. Stolurow, Lawrence Marmer. *Teaching by Machine.* Washington, U.S. Office of Education, 1961. Pp. 173.

Teaching machines have proved to be useful in teaching a variety of different subjects to many different types of learners such as college students, military trainees, and normal or exceptional children. This book tells about the different types of teaching machines and shows how they have been effective.

United Nations

46. Ducoff, Louis Joseph. *Human Resources of Central America, Panama and Mexico, 1950-1980, in relation to Some Aspects of Economic Development.* New York, United Nations, Economic Commission for Latin America, 1960. Pp. 155.

Partial Contents: Population Trends and Composition. Future Population Prospects. Projections and Utilization of the Labour Force. Population and Labour Supply. Population and Labour Force Growth in Relation to Economic Development.

47. United Nations. Bureau of Social Affairs. *Report on the World Social Situation with Special Reference to the Problem of Balanced Social and Economic Development.* New York, 1961. Pp. 98.

48. United Nations. Department of Economic and Social Affairs. *Provisional Suggestions for National Programmes of Analysis of Population Census Data as an Aid to Planning and Policy-Making.* New York, 1962. Pp. 49.

49. United Nations. Economic Commission for Asia and the Far East. Second Group of Experts on Programming Techniques. *Formulating Industrial Development Programmes, with Special Reference to Asia and the Far East; Report.* Bangkok, 1961. Pp. 137.

Contents: The Structure of Industry in Asia and the Far East. Industrial Planning Techniques: Sector Analysis. Industrial Planning Techniques: Commodity and Project Analysis. Statistical Data for Industrial Analysis. Country Experience in Industrial Planning. Conclusions and Recommendations.

50. United Nations. Economic Commission for Europe. *Concentration of Colliery Workings in Selected European Countries.* Geneva, 1961. Pp. 72.

Wages and Hours

51. Australia. Bureau of Census and Statistics. *Wage and Salary Earners in Employment; June, 1947 to June, 1960.* [Canberra, 1962]. Pp. 41.

52. Editorial Research Reports. *Price-Wage Restraints in National Emergencies,* by William B. Dickinson, Jr. Washington, 1961. Pp. 777-794.

Deals with the need for restrictions on wages and prices in order to prevent inflation.

Miscellaneous

53. King, (Sir) Geoffrey Stuart. *The Ministry of Pensions and National Insurance.* London, Allen & Unwin; New York, Oxford University Press [1958]. Pp. 162.

Describes the organization and work of the Ministry of Pensions and National Insurance and tells about the various pension benefits and allowances administered by the Ministry.

54. McLean, Nemadji Beth (Bailey). *The Young Woman in Business* [by] Beth Bailey McLean [and] Jeanne Paris. Illustrated by Harry E. Walsh. Expanded, 2d ed. Ames Iowa State University Press, 1962. Pp. 304.

Gives advice to young women on how to choose the right job, how to make a good beginning in that job, how to get promotions, how to budget, and how to look after a home and a job.

55. National Industrial Conference Board. *Mergers and Markets; a Guide to Economic Analysis of Case Law,* by Betty Bock, 2nd ed. New York, 1962. Pp. 211.

Covers the period January 1951 to January 1962. Among other things contains detailed consideration of the economic characteristics of the companies and markets that have been accused of violating the merger law, and links market characteristics in existing complaints. Also examines the economic meaning of Federal Trade Commission and court decisions under the merger act during the period.

56. "Resources for Tomorrow" Conference, Montreal, 1961. *Resources for Tomorrow Conference Background Papers. Supplementary Volume.* February 1962. Ottawa, Queen's Printer, 1962. Pp. 195.

Contains seven background papers not included in the first two volumes. Partial Contents: Implications of Technological Change for Agricultural Productivity, by L. H. Shebeski. Air Pollution as a Canadian Regional

Problem, by M. Katz. The Impact of Urban Growth on Agricultural Land: a Pilot Study, by J. Hind-Smith. The Loss of Farmland in the Growth of the Metropolitan Regions of Canada, by A. D. Crerar.

57. U.S. Children's Bureau. *Five Decades of Action for Children, a History of the Children's Bureau* [by] Dorothy E. Bradbury: *To the Future* [by] Katherine B. Oettinger. Rev. ed. Washington, GPO, 1962. Pp. 143.

58. U.S. Small Business Administration. *Starting and Managing a Small Business of Your Own,* by Wendell O. Metcalf. 2d ed. Washington, GPO, 1962. Pp. 49.

Contents: So You are thinking of going into Business. Starting a New Business. Buying a Going Business. Managing Your Business. Looking into Special Requirements. Check List for starting a Business. Keeping up to date.

59. U.S. Social Security Administration. *Social Security Programs throughout the World, 1961.* Rev. ed. Washington, GPO, 1961. Pp. 203.

Provides information on old age, invalidity, and death benefits; sickness and maternity benefits; work-injury benefits; unemployment benefits; and family allowances. One hundred and two countries are surveyed but not all of them have all these benefits.

Labour Conditions in Government Contracts

(Continued from page 1208)

Quebec Ltd, supply & erection of chain link fencing along Lachine Canal. *St Catharines Ont:* Warren Bituminous Paving Co Ltd, paving & seal coating of Bridges 11 & 18, Welland Canal; R E Law Crushed Stone Ltd, surface treating of asphalt of centre walls, Locks 4, 5 & 6, Welland Canal.

Department of Transport

Port aux Basques Nfld: Cameron Contracting Ltd, construction of dwellings; Pinsent Construction Co Ltd, construction of Decca Chain bldg. *Antigonish N S:* A B C Construction Ltd. construction of dwellings; Nordbec Construction Inc, construction of Decca Chain bldg. *Cranberry Island N S:* Nordbec Construction Inc, construction of dwellings. *Grindstone Que:* Nordbec Construction Inc, construction of Decca Chain bldg. *Port Harrison Que:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, construction of power distribution system. *Fort William Ont:* Peter Boorberg Enterprises Ltd, construction of airport lighting facilities on runway 25, Lakehead Airport. *Uplands Ont:* Arno Electric Reg'd, construction of airport lighting facilities on runways 14 & 25, Ottawa Airport. *Regina Sask:* North West Electric Co Ltd, construction of airport lighting facilities on runway 30, Airport. *Calgary Alta:* A E Pollack Nurseries Ltd, seeding of certain areas at Municipal Airport. *Egg Island B C:* Turner Contracting Alberni Ltd, construction of various bldgs. *Penticton B C:* Gilmour Construction & Engineering Co Ltd, construction of Air Terminal Bldg & related work. *Vancouver B C:* General Construction Co Ltd, preloading of aircraft parking area & terminal bldg area, Vancouver International Airport. *Fort Simpson N W T:* Stevenson & Tredway Ltd, alterations to power distribution system & related work.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 22, 1962

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,645	604	1,838	2,405	1,198	600
Men	4,826	455	1,368	1,706	860	437
Women	1,819	149	470	699	338	163
14—19 years	623	69	205	181	127	41
20—24 years	827	86	274	261	142	64
25—44 years	3,008	252	844	1,119	518	275
45—64 years	1,963	176	471	755	361	200
65 years and over	224	21	44	89	50	20
Employed	6,385	566	1,741	2,331	1,178	569
Men	4,617	422	1,286	1,650	846	413
Women	1,768	144	455	681	332	156
Agriculture	738	44	148	172	347	27
Non-agriculture	5,647	522	1,593	2,159	831	542
Paid Workers	5,196	471	1,458	2,004	781	482
Men	3,628	341	1,043	1,382	519	343
Women	1,568	130	415	622	262	139
Unemployed	260	38	97	74	20	31
Men	209	33	82	56	14	24
Women	51	*	15	18	*	*
Persons not in the Labour Force	5,627	637	1,678	1,882	895	535
Men	1,274	163	366	408	200	137
Women	4,353	474	1,312	1,474	695	398

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED SEPTEMBER 22, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,272	1,835	3,586	953	3,678	898	1,322
Labour force	6,645	623	3,472	823	879	624	224
Employed	6,385	565	3,368	764	863	609	216
Unemployed	260	58	104	59	16	15	*
Not in labour force	5,627	1,212	114	130	2,799	274	1,098
Participation rate[2]							
1962, September 22	54.1	34.0	96.8	86.4	23.9	69.5	16.9
August 18	56.0	46.6	96.9	90.6	22.7	68.5	16.8
Unemployment rate [3]							
1962, September 22	3.9	9.3	3.0	7.2	1.8	2.4	*
August 18	4.1	8.1	3.2	7.2	1.6	2.9	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED SEPTEMBER 22, 1962

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Sept. 1962	Aug. 1962	Sept. 1961
Total unemployed	260	280	308
On temporary layoff up to 30 days	13	17	16
Without work and seeking work	247	263	292
Seeking full-time work	237	247	270
Seeking part-time work	10	16	22
Seeking under 1 month	90	72	88
Seeking 1–3 months	77	102	98
Seeking 4–6 months	30	31	43
Seeking more than 6 months	50	58	63

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

—	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1960 Total.....	8,261	5,860	1,223	2,152	8,763	5,321	667	13,551	7,482	293	53,573
1961 Total.....	7,592	4,232	574	1,241	6,557	2,341	155	8,076	3,982	59	34,809
1st. 6 mos. 1961.....	3,139	2,362	318	687	3,530	1,563	105	4,668	2,085	28	18,485
1st. 6 mos. 1962.....	3,577	2,350	253	575	2,873	1,085	89	4,703	1,690	19	17,214

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
July.....	46.2	451.2	166.9	.....	.....	.....	.....	.....	.....	1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December...	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January.....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May.....	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June*.....	48.2	492.1	161.6	.....	.....	.....	.....	.....	.....	1,726.2
July†.....	49.1	484.0	166.0	.....	.....	.....	.....	.....	.....	1,711.0

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at July 1962 employees in the principal non-agricultural industries reported a total employment of 3,003,118. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite [1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June*	125.0	188.7	81.05	116.4	190.4	83.72
July†	125.7	188.3	80.88	115.3	189.0	83.11

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961
				$	$	$
Provinces						
Atlantic Region	111.6	111.7	114.4	67.59	67.37	65.18
Newfoundland	150.1	145.6	149.5	72.87	73.68	71.87
Prince Edward Island	154.3	150.9	145.0	58.13	57.73	56.18
Nova Scotia	97.7	98.4	102.4	66.66	66.59	64.44
New Brunswick	108.8	110.8	111.9	66.14	65.23	62.59
Quebec	125.8	124.8	122.8	78.05	78.47	75.24
Ontario	125.2	125.7	120.6	84.19	84.29	81.64
Prairie Region	139.0	136.5	136.8	79.06	79.13	77.28
Manitoba	116.2	114.4	115.6	76.20	75.69	74.15
Saskatchewan	125.0	132.3	132.7	77.76	77.68	75.50
Alberta (including Northwest Territories)	167.7	164.7	164.0	81.93	82.54	80 62
British Columbia (including Yukon)	122.7	119.1	118.8	87.80	88.26	84.67
Canada	**125.7**	**125.0**	**122.5**	**80.88**	**81.05**	**78.24**
Urban Areas						
St. John's	149.1	144.0	144.3	61.58	62.37	58.60
Sydney	82.7	82.0	88.3	82.47	82.62	76.53
Halifax	124.1	125.0	123.2	78.11	68.27	65.51
Moncton	111.4	110.7	108.9	62.91	62.53	61.10
Saint John	107.6	107.9	107.1	66.88	65.83	61.37
Chicoutimi—Jonquiere	115.4	113.5	115.1	99.86	106.95	98.94
Quebec	122.3	122.9	119.0	69.54	68.71	66.52
Sherbrooke	108.1	111.4	105.1	67.68	67.85	65.50
Shawinigan	106.2	106.3	108.1	90.15	90.60	87.01
Three Rivers	120.0	121.5	113.3	74.40	75.51	72.22
Drummondville	81.1	81.8	76.2	65.65	67.33	62.32
Montreal	128.1	129.3	124.5	80.28	80.41	77.21
Ottawa—Hull	138.5	138.7	131.0	75.61	75.59	74.05
Kingston	122.1	118.8	123.6	80.10	78.05	76.69
Peterborough	97.1	97.6	90.8	89.17	90.27	86.38
Oshawa	127.4	189.4	115.2	95.98	102.09	91.61
Toronto	138.7	138.4	132.4	85.14	85.05	82.36
Hamilton	116.1	116.3	109.8	90.82	90.01	87.97
St. Catharines	104.5	113.2	109.8	93.23	91.94	88.21
Niagara Falls	106.4	105.3	103.7	81.16	81.30	79.49
Brantford	83.5	82.2	83.2	75.75	75.18	73.94
Guelph	126.8	126.2	122.1	75.98	75.30	72.19
Galt	116.7	118.5	106.8	73.14	73.27	70.68
Kitchener	133.6	132.8	123.3	76.43	77.70	74.48
Sudbury	144.3	146.2	149.8	93.05	92.58	92.90
Timmins	90.9	89.5	94.0	72.38	71.94	70.33
London	139.7	138.9	131.8	77.20	77.30	74.65
Sarnia	136.3	132.1	135.2	104.86	103.95	101.00
Windsor	70.2	74.1	68.1	89.65	92.12	86.52
Sault Ste. Marie	155.0	151.1	146.9	100.52	101.32	99.04
Fort William—Port Arthur	114.4	111.3	116.9	80.63	81.36	81.65
Winnipeg	113.4	113.2	113.4	72.62	72.86	71.08
Regina	147.0	147.0	141.6	76.02	75.83	72.63
Saskatoon	147.0	144.5	149.2	72.85	73.50	70.01
Edmonton	210.6	208.9	195.6	77.54	78.19	75.40
Calgary	186.6	184.2	176.3	81.16	81.93	76.51
Vancouver	118.8	116.2	115.5	86.43	86.43	84.26
Victoria	121.9	118.7	111.9	78.55	81.36	77.22

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment			Average Weekly Wages and Salaries		
	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961
				$	$	$
Mining	**122.5**	**121.0**	**121.0**	**98.86**	**98.79**	**94.28**
Metal mining	138.7	135.1	136.2	100.40	100.32	96.01
Gold	70.8	70.7	73.2	80.71	80.72	76.64
Other metal	201.8	195.0	195.0	106.82	106.92	102.79
Fuels	84.2	85.3	84.7	104.27	104.87	97.19
Coal	39.7	40.8	42.0	80.43	79.72	74.05
Oil and natural gas	265.8	266.9	268.4	118.83	120.59	112.77
Non-metal	161.8	162.1	158.1	84.60	83.62	83.00
Manufacturing	**115.3**	**116.4**	**110.9**	**83.11**	**83.72**	**80.34**
Durable goods	118.1	121.0	111.6	89.51	90.20	86.68
Non-durable goods	112.9	112.5	110.4	77.50	77.88	74.96
Food and beverages	125.9	122.8	125.7	72.19	73.34	70.38
Meat products	137.7	136.5	140.0	83.06	84.72	80.61
Canned and preserved fruits and vegetables	147.8	115.7	152.3	56.64	62.51	55.64
Grain mill products	100.5	102.2	104.0	82.49	81.82	79.51
Bread and other bakery products	112.6	113.7	112.9	70.78	71.52	68.17
Distilled and malt liquors	100.3	100.5	101.3	101.52	103.81	100.14
Tobacco and tobacco products	81.7	83.9	81.5	86.55	86.01	82.88
Rubber products	105.5	108.2	99.6	85.76	87.55	82.63
Leather products	89.1	88.8	87.8	55.50	55.62	54.04
Boots and shoes (except rubber)	97.1	96.5	95.1	54.13	53.50	52.00
Textile products (except clothing)	81.6	82.3	77.8	65.72	66.52	63.49
Cotton yarn and broad woven goods	71.9	73.6	70.8	61.04	62.98	59.21
Woollen goods	63.1	63.6	62.3	62.38	62.82	60.52
Synthetic textiles and silk	91.5	91.1	84.0	72.07	72.70	70.34
Clothing (textile and fur)	91.5	92.3	88.5	51.61	51.15	50.15
Men's clothing	94.4	96.5	89.4	49.95	50.19	48.42
Women's clothing	97.0	95.6	96.6	53.73	51.25	52.05
Knit goods	73.9	74.6	70.1	50.21	51.50	49.99
Wood products	114.5	113.3	111.0	71.07	71.36	69.33
Saw and planing mills	119.2	117.2	117.4	72.67	73.30	71.07
Furniture	116.9	117.0	109.8	69.97	69.20	67.75
Other wood products	86.5	86.5	82.4	62.81	63.87	61.34
Paper products	130.0	129.2	128.0	98.63	98.70	94.68
Pulp and paper mills	131.0	129.1	129.9	106.05	106.66	101.78
Other paper products	127.7	129.5	123.5	80.40	79.71	77.18
Printing, publishing and allied industries	126.0	127.3	123.7	90.77	90.93	87.67
Iron and steel products	111.8	111.8	105.2	95.81	95.68	92.39
Agricultural implements	59.2	59.2	64.2	100.90	99.09	91.75
Fabricated and structural steel	165.3	164.2	150.8	96.32	99.52	91.68
Hardware and tools	109.1	109.9	99.7	82.95	84.06	81.66
Heating and cooking appliances	108.2	107.9	97.8	82.66	82.28	79.23
Iron castings	97.4	97.6	90.6	90.75	90.98	88.34
Machinery industrial	124.9	125.5	116.5	92.05	91.41	88.02
Primary iron and steel	129.2	128.0	122.2	108.79	108.69	106.49
Sheet metal products	122.6	122.1	108.4	96.72	95.21	92.37
Wire and wire products	112.9	113.0	112.2	95.41	94.72	94.68
Transportation equipment	101.6	114.6	97.6	95.23	96.38	90.94
Aircraft and parts	251.7	253.0	254.6	96.91	97.61	94.33
Motor vehicles	80.1	115.1	68.1	112.23	112.31	106.41
Motor vehicle parts and accessories	93.1	113.2	102.2	90.94	89.82	87.52
Railroad and rolling stock equipment	57.2	58.0	57.6	85.93	85.68	85.52
Shipbuilding and repairing	146.7	151.0	128.9	90.32	90.93	81.49
Non-ferrous metal products	128.1	127.9	123.3	94.88	95.69	93.10
Aluminum products	149.0	146.8	141.2	91.79	91.43	89.81
Brass and copper products	105.3	106.0	103.4	90.34	88.73	88.98
Smelting and refining	143.3	142.5	141.4	106.34	106.01	101.09
Electrical apparatus and supplies	149.7	150.8	133.2	88.90	89.51	87.73
Heavy electrical machinery	110.9	111.5	101.5	96.94	97.66	95.20
Telecommunication equipment	271.2	272.5	226.4	86.55	86.30	86.20
Non-metallic mineral products	157.8	157.7	147.3	88.18	89.64	84.74
Clay products	96.6	96.5	94.9	79.05	79.51	76.73
Glass and glass products	169.9	173.6	159.3	82.31	85.14	78.93
Products of petroleum and coal	144.2	143.5	139.6	120.46	120.02	116.38
Petroleum refining and products	146.0	144.9	142.3	121.71	121.48	117.17
Chemical products	136.4	136.8	133.3	98.70	98.64	94.44
Medicinal and pharmaceutical preparations	122.0	124.6	119.0	86.04	85.83	83.39
Acids, alkalis and salts	165.5	163.7	159.9	109.14	109.02	106.06
Other chemical products	133.5	133.9	131.0	98.59	98.66	93.76
Miscellaneous manufacturing industries	144.7	145.3	138.9	73.37	73.53	70.70
Construction	**143.1**	**137.8**	**143.4**	**86.92**	**87.20**	**84.02**
Building and general engineering	138.7	134.1	135.5	93.53	93.66	91.65
Highways, bridges and streets	150.4	144.2	156.5	76.72	77.15	72.95
Electric and motor transportation	142.3	125.8	136.2	85.58	85.95	82.90
Service	**161.4**	**163.3**	**157.1**	**56.59**	**56.87**	**54.96**
Hotels and restaurants	146.1	143.5	140.4	42.73	43.04	41.78
Laundries and dry cleaning plants	132.2	132.9	125.6	49.54	50.72	48.24
Industrial composite	**125.7**	**125.0**	**122.5**	**80.88**	**81.05**	**78.21**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961
				$	$	$
Newfoundland	39.9	42.4	42.5	1.57	1.55	1.54
Nova Scotia	41.5	41.5	41.0	1.62	1.63	1.59
New Brunswick	42.0	41.3	40.8	1.63	1.57	1.54
Quebec	41.7	41.8	41.4	1.70	1.72	1.65
Ontario	41.1	41.3	40.6	1.97	1.97	1.91
Manitoba	39.9	40.1	40.2	1.77	1.75	1.73
Saskatchewan	38.7	39.9	38.6	1.99	2.00	1.96
Alberta[1]	40.1	40.8	39.7	1.98	2.00	1.95
British Columbia[2]	37.8	38.2	37.7	2.27	2.27	2.19

[1] Includes Northwest Territories.

[2] Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D. B. S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	40.9	1.88	76.73	183.8	139.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY,

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961
				$	$	$	$	$	$
Mining	**42.3**	**42.0**	**41.4**	**2.19**	**2.19**	**2.11**	**92.54**	**92.04**	**87.55**
Metal mining	41.8	41.9	41.3	2.28	2.28	2.20	95.34	95.46	90.66
Gold	42.3	42.5	41.1	1.75	1.76	1.70	74.19	74.92	70.05
Other metal	41.7	41.7	41.3	2.47	2.47	2.38	102.73	102.88	98.40
Fuels	41.4	41.9	41.0	2.08	2.09	1.98	85.86	87.36	81.27
Coal	42.7	42.5	41.5	1.84	1.84	1.74	78.76	78.28	72.40
Oil and natural gas	39.0	40.9	40.1	2.51	2.51	2.36	97.92	102.70	94.67
Non-metal	42.9	42.5	42.8	1.95	1.95	1.91	83.77	83.01	81.84
Manufacturing	**40.9**	**41.1**	**40.6**	**1.88**	**1.88**	**1.82**	**76.73**	**77.52**	**73.95**
Durable goods	41.4	41.7	40.9	2.02	2.04	1.98	83.83	84.91	81.01
Non-durable goods	40.5	40.6	40.4	1.74	1.73	1.68	70.22	70.48	67.73
Food and beverages	40.6	41.2	41.1	1.63	1.63	1.57	65.96	66.94	64.50
Meat products	40.4	41.3	40.4	1.95	1.94	1.88	78.65	80.18	75.86
Canned and preserved fruits and vegetables	38.4	40.3	41.2	1.28	1.34	1.21	49.00	54.12	49.79
Grain mill products	42.8	42.6	42.3	1.84	1.83	1.78	78.95	77.91	75.25
Bread and other bakery products	42.0	42.3	42.2	1.54	1.54	1.49	64.68	65.20	63.08
Biscuits and crackers	39.7	40.3	39.8	1.42	1.40	1.36	56.40	56.54	54.32
Distilled liquors	39.2	42.1	39.6	2.15	2.22	2.06	84.28	93.49	81.55
Malt liquors	40.3	40.2	41.9	2.33	2.35	2.35	93.63	94.49	98.54
Tobacco and tobacco products	40.1	39.8	39.6	2.02	2.01	1.95	81.09	80.11	77.29
Rubber products	41.1	42.4	40.9	1.95	1.95	1.87	80.05	82.55	76.39
Leather products	40.4	39.9	40.2	1.27	1.28	1.23	51.09	50.90	49.38
Boots and shoes (except rubber)	41.0	40.0	40.7	1.22	1.23	1.18	50.16	49.18	47.91
Other leather products	38.9	39.7	39.2	1.37	1.38	1.34	53.33	54.94	52,73
Textile products (except clothing)	41.7	42.3	41.3	1.41	1.42	1.37	58.85	60.05	56.59
Cotton yarn and broad woven goods	38.9	40.3	39.2	1.44	1.46	1.40	56.12	58.78	54.76
Woollen goods	43.4	44.0	42.7	1.31	1.31	1.28	56.88	57.81	54.81
Synthetic textiles and silk	43.0	43.1	42.8	1.50	1.51	1.45	64.45	64.80	62.30
Clothing (textile and fur)	38.1	37.8	37.9	1.22	1.22	1.18	46.65	46.12	44.89
Men's clothing	37.8	37.8	37.3	1.20	1.21	1.17	45.40	45.68	43.67
Women's clothing	36.6	35.3	36.7	1.33	1.30	1.27	48.65	46.01	46.59
Knit goods	40.7	40.9	40.8	1.12	1.14	1.10	45.74	46.76	44.95
*Wood products	41.4	41.9	41.4	1.64	1.64	1.60	67.77	68.70	66.27
Saw and planing mills	40.6	41.4	40.8	1.73	1.74	1.69	70.48	71.95	69.14
Furniture	43.0	42.6	42.5	1.51	1.51	1.48	64.83	64.36	62.74
Other wood products	42.5	43.3	42.0	1.36	1.36	1.34	57.83	59.03	56.26
Paper products	41.8	41.9	41.3	2.24	2.23	2.16	93.63	93.43	89.20
Pulp and paper mills	41.7	42.0	41.3	2.41	2.41	2.32	100.78	101.09	95.88
Other paper products	41.9	41.4	41.6	1.76	1.76	1.70	73.90	73.01	70.70
Printing, publishing and allied industries	39.0	38.9	39.0	2.31	2.31	2.22	89.86	89.85	86.33
*Iron and steel products	41.8	41.8	40.9	2.19	2.18	2.15	91.43	91.18	87.95
Agricultural implements	42.4	41.9	38.3	2.21	2.19	2.17	93.69	91.86	83.27
Fabricated and structural steel	41.0	42.4	39.4	2.14	2.18	2.11	87.61	92.58	83.09
Hardware and tools	42.5	43.1	42.0	1.81	1.81	1.79	76.83	78.31	75.25
Heating and cooking appliances	41.6	41.1	40.6	1.85	1.85	1.80	77.10	75.92	73.24
Iron castings	42.3	42.3	41.6	2.07	2.06	2.02	87.65	87.32	84.08
Machinery, industrial	42.6	42.1	41.3	2.04	2.04	1.98	86.90	86.00	81.98
Primary iron and steel	40.4	40.5	40.3	2.59	2.58	2.55	104.62	104.49	102.80
Sheet metal products	43.0	42.8	41.8	2.18	2.14	2.13	93.52	91.83	89.24
Wire and wire products	42.0	41.8	42.3	2.16	2.14	2.12	90.94	89.24	89.69
*Transportation equipment	40.6	41.4	39.9	2.17	2.20	2.11	88.31	91.19	84.22
Aircraft and parts	40.3	41.0	40.9	2.13	2.14	2.12	85.98	87.61	86.69
Motor vehicles	41.6	43.2	39.7	2.48	2.46	2.39	102.91	106.05	94.75
Motor vehicle parts and accessories	40.6	41.4	38.8	2.04	2.09	2.08	82.77	86.50	80.67
Railroad and rolling stock equipment	39.9	39.7	40.3	2.10	2.10	2.07	83.93	83.44	83.59
Shipbuilding and repairing	40.6	41.1	39.1	2.19	2.19	2.03	89.14	89.93	79.46
*Non-ferrous metal products	40.7	40.5	40.5	2.18	2.22	2.15	88.84	89.74	86.92
Aluminum products	42.4	41.5	41.9	1.92	1.93	1.90	81.30	79.90	79.58
Brass and copper products	41.5	40.9	41.6	2.07	2.03	2.02	85.97	82.90	84.04
Smelting and refining	40.1	40.0	39.8	2.44	2.51	2.38	97.72	100.18	94.86
*Electrical apparatus and supplies	41.0	41.1	40.8	1.91	1.91	1.89	78.09	78.36	77.04
Heavy electrical machinery and equipment	41.2	41.2	41.2	2.14	2.15	2.08	87.94	88.49	85.64
Telecommunication equipment	40.8	40.5	40.8	1.73	1.73	1.73	70.43	69.95	70.77
Refrigerators, vacuum cleaners and appliances	39.0	40.2	39.4	1.93	1.93	1.91	75.17	77.68	75.41
Wire and cable	42.7	42.5	43.0	2.12	2.13	2.11	90.62	90.53	90.76
Miscellaneous electrical products	41.2	41.2	40.1	1.81	1.80	1.80	74.49	74.35	72.13
*Non-metallic mineral products	43.6	43.8	42.9	1.92	1.92	1.86	83.42	84.09	79.67
Clay products	42.5	43.1	42.5	1.75	1.72	1.68	74.17	74.25	71.55
Glass and glass products	40.9	41.2	39.8	1.88	1.92	1.86	76.79	78.98	73.94
Products of petroleum and coal	41.9	41.4	41.3	2.63	2.65	2.57	110.41	109.52	105.96
Chemical products	41.1	41.2	40.8	2.12	2.11	2.03	87.07	86.88	82.92
Medicinal and pharmaceutical preparations	39.5	40.2	39.8	1.61	1.64	1.54	63.67	65.78	61.33
Acids, alkalis and salts	40.9	40.5	40.9	2.41	2.41	2.35	98.74	97.86	95.96
Miscellaneous manufacturing industries	41.2	41.2	41.1	1.55	1.55	1.50	63.95	63.86	61.46
Construction	**41.9**	**42.0**	**42.4**	**2.03**	**2.04**	**1.94**	**85.30**	**85.66**	**82.47**
Building and general engineering	41.1	40.9	41.9	2.23	2.23	2.14	91.62	91.44	89.49
Highways, bridges and streets	43.5	44.0	43.3	1.70	1.71	1.63	73.94	75.46	70.41
Electric and motor transportation	**43.4**	**43.5**	**43.3**	**1.97**	**1.98**	**1.89**	**85.34**	**86.34**	**81.96**
Service	**38.5**	**38.6**	**38.9**	**1.08**	**1.09**	**1.04**	**41.69**	**42.04**	**40.58**
Hotels and restaurants	38.3	38.2	39.1	1.04	1.05	1.01	39.87	40.07	39.31
Laundries and dry cleaning plants	40.1	40.5	39.7	1.04	1.05	1.02	41.81	42.47	40.74

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
September 1957	12,792	13,660	26,452	186,599	80,267	266,866
September 1958	9,385	11,430	20,815	228,426	107,123	335,549
September 1959	16,162	16,792	32,954	160,519	97,261	257,780
September 1960	12,239	13,796	26,035	228,632	115,358	343,990
September 1961	14,645	17,066	31,711	216,358	101,260	317,618
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962 [1]	21,214	21,256	42,470	198,639	96,606	295,245
September 1962 [1]	20,197	20,658	40,855	188,844	97,890	286,734

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH AUGUST 1961-AUGUST 1962.

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958—Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	259,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	R251,079	114,963	97,147	56,863	85,399	49,523
August	236,921[1]	104,268[1]	102,784	63,558	89,871	50,865

[1] Preliminary.

R-Revised.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING AUGUST 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from August 1961
Agriculture, Fishing, Trapping	**18,172**	**11,451**	**29,623**	**+ 3,107**
Forestry	**3,854**	**50**	**3,904**	**+ 773**
Mining, Quarrying and Oil Wells	**971**	**73**	**1,044**	**+ 207**
Metal Mining	502	17	519	+ 15
Fuels	158	21	179	+ 18
Non-Metal Mining	150	1	151	+ 86
Quarrying, Clay and Sand Pits	97	3	100	+ 47
Prospecting	64	31	95	+ 41
Manufacturing	**18,601**	**15,354**	**33,955**	**+ 6,680**
Foods and Beverages	3,953	8,043	11,996	+ 3,725
Tobacco and Tobacco Products	23	39	62	+ 13
Rubber Products	197	101	298	+ 34
Leather Products	304	418	722	+ 93
Textile Products (except clothing)	614	520	1,134	+ 254
Clothing (textile and fur)	604	2,275	2,879	− 77
Wood Products	2,419	312	2,731	+ 680
Paper Products	1,316	314	1,630	+ 304
Printing, Publishing and Allied Industries	460	492	952	+ 89
Iron and Steel Products	3,442	433	3,875	+ 722
Transportation Equipment	1,972	245	2,217	+ 2
Non-Ferrous Metal Products	628	267	895	+ 44
Electrical Apparatus and Supplies	627	712	1,339	+ 199
Non-Metallic Mineral Products	765	145	910	+ 188
Products of Petroleum and Coal	38	20	58	− 27
Chemical Products	547	358	905	+ 229
Miscellaneous Manufacturing Industries	692	660	1,352	+ 208
Construction	**16,295**	**227**	**16,522**	**+ 1,616**
General Contractors	10,706	127	10,833	+ 821
Special Trade Contractors	5,589	100	5,689	+ 795
Transportation, Storage and Communication	**8,427**	**455**	**8,882**	**+ 2,990**
Transportation	7,950	254	8,204	+ 2,945
Storage	360	64	424	+ 21
Communication	117	137	254	+ 24
Public Utility Operation	**379**	**62**	**441**	**+ 72**
Trade	**9,100**	**6,714**	**15,814**	**+ 1,859**
Wholesale	3,933	2,061	5,994	+ 678
Retail	5,167	4,653	9,820	+ 1,181
Finance, Insurance and Real Estate	**508**	**1,048**	**1,556**	**+ 204**
Service	**13,564**	**15,431**	**28,995**	**+ 806**
Community or Public Service	866	1,398	2,264	+ 186
Government Service	1,905	499	2,404	− 2,313
Recreation Service	2,732	462	3,194	+ 1,014
Business Service	1,716	968	2,684	+ 585
Personal Service	6,345	12,104	18,449	+ 1,334
GRAND TOTAL	**89,871**	**50,865**	**140,736**	**+18,314**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT AUGUST 31, 1962

(Subject to revision)

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,200	1,971	9,171
Clerical Workers	14,826	39,535	54,361
Sales Workers	6,646	11,946	18,592
Personal and Domestic Service Workers	24,852	17,302	42,154
Seamen	830	10	840
Agriculture, Fishing, Forestry (Ex. log.)	5,424	704	6,128
Skilled and Semi-Skilled Workers	74,331	10,869	85,200
Food and kindred products (incl. tobacco)	856	310	1,166
Textiles, clothing, etc.	1,324	6,044	7,368
Lumber and lumber products	7,495	77	7,572
Pulp, paper (incl. printing)	855	334	1,189
Leather and leather products	716	680	1,396
Stone, clay and glass products	241	21	262
Metalworking	8,921	585	9,506
Electrical	1,361	728	2,089
Transportation equipment	2,025	38	2,063
Mining	1,307	.....	1,307
Construction	12,346	1	12,347
Transportation (except seamen)	14,866	109	14,975
Communications and public utility	440	1	441
Trade and service	3,160	1,122	4,282
Other skilled and semi-skilled	13,268	615	13,883
Foremen	1,641	193	1,834
Apprentices	3,509	11	3,520
Unskilled Workers	64,530	14,269	78,799
Food and tobacco	1,674	3,555	5,229
Lumber and lumber products	5,927	226	6,153
Metalworking	2,708	343	3,051
Construction	25,656	.....	25,656
Other unskilled workers	28,565	10,145	38,710
GRAND TOTAL	**198,639**	**96,606**	**295,245**

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS AT AUGUST 31, 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Aug. 31, 1962	Previous Year Aug. 31, 1961
Newfoundland	**7,793**	**6,885**
Corner Brook	2,001	2,016
Grand Falls	849	605
St. John's	4,943	4,264
Prince Edward Island	**1,225**	**984**
Charlottetown	721	444
Summerside	504	540
Nova Scotia	**12,276**	**15,474**
Amherst	458	504
Bridgewater	615	674
Halifax	3,598	3,401
Inverness	257	227
Kentville	846	1,035
Liverpool	239	285
New Glasgow	1,168	1,125
Springhill	515	537
Sydney	2,780	5,364
Sydney Mines	657	1,154
Truro	530	616
Yarmouth	613	552
New Brunswick	**11,504**	**9,383**
Bathurst	842	704
Campbellton	1,044	974
Edmundston	486	564
Fredericton	1,034	1,164
Minto	478	197
Moncton (2)	2,511	2,044
Newcastle	985	676
Saint John	2,309	2,110
St. Stephen	283	427
Sussex	272	178
Woodstock	1,260	345
Quebec	**91,404**	**97,107**
Alma	1,726	1,486
Asbestos	267	218
Baie Comeau	367	366
Beauharnois	626	704
Buckingham	423	461
Causapscal	675	522
Chandler	907	493
Chicoutimi	1,940	1,606
Cowansville	221	222
Dolbeau	692	700
Drummondville	1,111	1,160
Farnham	304	346
Forestville	189	258
Gaspé	628	367
Granby	1,384	1,402
Hull	1,552	1,732
Joliette	2,460	2,490
Jonquière	2,267	1,507
Lachute	416	324
La Malbaie	438	931
La Tuque	574	534
Lévis	1,290	1,482
Louiseville	503	543
Magog	236	353
Maniwaki	211	326
Matane	709	585
Mégantic	487	397
Mont-Laurier	449	517
Montmagny	708	802
Montréal	34,084	40,320
New Richmond	537	424
Port Alfred	598	507
Québec	7,774	7,544
Rimouski	1,653	1,530
Rivière du Loup	1,305	1,581
Roberval	1,294	956
Rouyn	1,370	1,450
Ste. Agathe-des-Monts	242	322
Ste. Anne de Bellevue	492	583
Ste. Thérèse	1,041	1,165
St. Hyacinthe	694	1,049
St. Jean	1,285	1,317
St. Jérôme	916	867
Sept-Îles	884	1,003
Shawinigan	2,464	2,347
Sherbrooke	2,881	2,863
Quebec—Concluded		
Sorel	741	1,355
Thetford Mines	764	685
Trois-Rivières	2,680	2,375
Val d'Or	986	1,262
Valleyfield	1,223	1,019
Victoriaville	772	888
Ville St. Georges	964	861
Ontario	**102,626**	**112,788**
Arnprior	158	178
Barrie	772	788
Belleville	980	1,070
Bracebridge	330	357
Brampton	856	991
Brantford	1,468	2,181
Brockville	340	429
Carleton Place	94	149
Chatham	868	1,935
Cobourg	664	624
Collingwood	307	472
Cornwall	1,533	1,740
Elliot Lake	405	373
Fort Erie	244	302
Fort Frances	242	236
Fort William	1,016	1,358
Galt	1,114	1,061
Gananoque	129	140
Goderich	227	317
Guelph	1,141	1,201
Hamilton	8,294	10,074
Hawkesbury	298	303
Kapuskasing	832	744
Kenora	307	285
Kingston	1,446	1,478
Kirkland Lake	445	791
Kitchener	1,305	1,776
Leamington	349	320
Lindsay	640	479
Listowel	143	135
London	2,594	2,658
Long Branch	2,261	2,701
Midland	340	278
Napanee	207	264
New Liskeard (3)	232	.....
Newmarket	776	762
Niagara Falls	904	1,411
North Bay	774	810
Oakville	771	958
Orillia	405	501
Oshawa	8,795	5,166
Ottawa	3,418	3,585
Owen Sound	668	734
Parry Sound	234	152
Pembroke	921	970
Perth	232	221
Peterborough	1,887	2,251
Picton	134	117
Port Arthur	1,308	1,639
Port Colborne	331	436
Prescott	316	477
Renfrew	193	243
St. Catharines	2,800	3,940
St. Thomas	516	514
Sarnia	1,624	1,734
Sault Ste. Marie	1,326	1,574
Simcoe	694	422
Sioux Lookout	116	88
Smiths Falls	238	284
Stratford	518	524
Sturgeon Falls	357	472
Sudbury	2,242	2,823
Tillsonburg	125	181
Timmins	964	1,467
Toronto	23,502	26,398
Trenton	523	447
Walkerton	268	402
Wallaceburg	177	434
Welland	1,423	1,550
Weston	2,119	2,740
Windsor	7,919	7,561
Woodstock	527	612

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS AT AUGUST 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Aug. 31, 1962	Previous Year Aug. 31, 1961		(1) Aug. 31, 1962	Previous Year Aug. 31, 1961
Manitoba	**11,404**	**12,865**	**British Columbia**	**34,855**	**42,271**
Brandon	906	760	Chilliwack	863	1,259
Dauphin	362	463	Courtenay	702	1,325
Flin Flon	118	152	Cranbrook	498	369
Portage la Prairie	381	422	Dawson Creek	775	554
The Pas	201	206	Duncan	625	1,218
Winnipeg	9,436	10,862	Kamloops	638	617
			Kelowna	430	526
Saskatchewan	**7,142**	**8,628**	Kitimat	77	1,164
Estevan	105	298	Mission City	564	710
Lloydminster	102	154	Nanaimo	817	1,514
Moose Jaw	506	675	Nelson	342	407
North Battleford	259	346	New Westminster	5,482	6,119
Prince Albert	873	709	Penticton	634	561
Regina	1,819	2,180	Port Alberni	517	959
Saskatoon	2,447	2,623	Prince George	1,053	781
Swift Current	272	305	Prince Rupert	394	530
Weyburn	82	180	Princeton	229	224
Yorkton	677	1,158	Quesnel	543	471
			Trail	407	483
Alberta	**15,016**	**14,555**	Vancouver	16,194	18,435
Blairmore	254	168	Vernon	569	596
Calgary	5,194	5,091	Victoria	2,297	3,157
Drumheller	282	268	Whitehorse	205	292
Edmonton	6,365	6,183			
Edson	242	213	**CANADA**	**295,245**	**320,940**
Grande Prairie	533	452			
Lethbridge	897	822	Males	198,639	216,245
Medicine Hat	658	755			
Red Deer	591	603	Females	96,606	104,695

(1) Preliminary—subject to revision.

(2) Includes 268 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—June	3,987,000	3,772,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700
September	3,913,000	3,683,800	229,200
August	3,939,000	3,709,700	229,300
July	3,918,000	3,662,700	255,300
June	3,896,000	3,629,100	266,900

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JULY 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	July 31 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	211,975	73,520	22,874	29,615	20,900	16,763	11,544	36,759	29.2	255,278
Male	134,611	51,267	14,507	17,803	12,331	10,497	6,969	21,237	30.9	167,546
Female	77,364	22,253	8,367	11,812	8,569	6,266	4,575	15,522	26.3	87,732
Newfoundland	5,883	1,448	421	671	600	605	423	1,715	67.8	5,487
Male	4,848	1,242	339	533	497	533	356	1,348	69.5	4,562
Female	1,035	206	82	138	103	72	67	367	60.0	925
Prince Edward Island	819	208	137	110	80	83	37	164	59.5	815
Male	528	147	102	66	52	54	22	85	66.5	500
Female	291	61	35	44	28	29	15	79	46.7	315
Nova Scotia	9,927	2,435	1,045	1,406	989	1,178	610	2,264	40.5	10,571
Male	7,458	1,898	832	1,033	718	893	432	1,652	40.3	8,056
Female	2,469	537	213	373	271	285	178	612	41.0	2,515
New Brunswick	8,159	2,189	930	1,176	892	1,098	511	1,363	48.4	8,146
Male	5,971	1,743	704	819	613	895	379	818	50.3	5,752
Female	2,188	446	226	357	279	203	132	545	43.2	2,394
Quebec	63,101	21,266	7,235	9,709	6,811	4,971	3,517	9,592	27.9	78,172
Male	40,449	14,193	4,780	6,318	4,186	3,185	2,184	5,603	29.1	50,384
Female	22,652	7,073	2,455	3,391	2,625	1,786	1,333	3,989	25.9	27,788
Ontario	79,693	32,939	8,519	10,574	6,745	4,893	3,533	12,490	20.2	96,693
Male	48,552	23,294	5,005	5,571	3,456	2,517	1,903	6,806	19.9	62,323
Female	31,141	9,645	3,514	5,003	3,289	2,376	1,630	5,684	20.5	34,370
Manitoba	8,526	2,475	910	1,206	937	690	505	1,803	22.4	9,777
Male	5,021	1,491	517	701	545	400	280	1,087	24.1	6,144
Female	3,505	984	393	505	392	290	225	716	19.8	3,633
Saskatchewan	4,482	1,021	409	603	534	408	284	1,223	42.2	5,278
Male	2,238	511	188	301	286	226	131	595	48.0	2,961
Female	2,244	510	221	302	248	182	153	628	36.5	2,317
Alberta	9,937	2,626	1,117	1,359	1,135	1,059	800	1,841	62.7	11,257
Male	6,117	1,731	755	759	714	682	506	970	69.0	7,018
Female	3,820	895	362	600	421	377	294	871	52.6	4,239
British Columbia	21,448	6,913	2,151	2,801	2,177	1,778	1,324	4,304	27.2	29,082
Male	13,429	5,017	1,285	1,702	1,264	1,112	776	2,273	29.0	19,846
Female	8,019	1,896	866	1,099	913	666	548	2,031	22.9	9,236

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,185	1,236	949	1,916	1,263	653	832
Prince Edward Island	392	270	122	357	257	100	89
Nova Scotia	4,046	2,480	1,566	3,877	2,859	1,018	1,136
New Brunswick	3,811	2,390	1,421	3,604	2,645	959	1,113
Quebec	33,180	20,298	12,882	33,182	24,154	9,028	10,168
Ontario	47,848	30,186	17,662	40,847	30,107	10,740	16,516
Manitoba	3,290	2,094	1,196	2,936	2,113	823	1,194
Saskatchewan	1,768	1,240	528	1,657	1,120	537	536
Alberta	4,589	2,717	1,872	4,300	3,043	1,257	1,629
British Columbia	11,253	6,539	4,714	10,493	7,017	3,476	3,196
Total, Canada, July 1962	112,362	69,450	42,912	103,169	74,578	28,591	36,409
Total, Canada, June 1962	93,484	59,216	34,268	97,652	65,781	31,871	27,216
Total, Canada, July 1961	126,156	71,948	54,208	120,053	92,154	27,899	24,724

* In addition, revised claims received numbered 34,460.

† In addition, 33,927 revised claims were disposed of. Of these, 3,531 were special requests not granted and 1,886 were appeals by claimants. There were 9,900 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, JULY 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid	Amount of Benefit Paid $
Newfoundland	19,194	447,816
Prince Edward Island	2,453	48,482
Nova Scotia	31,455	678,244
New Brunswick	26,817	587,079
Quebec	190,496	4,408,043
Ontario	212,729	4,849,381
Manitoba	27,800	634,849
Saskatchewan	15,856	346,184
Alberta	35,719	872,202
British Columbia	68,966	1,639,273
Total, Canada, July 1962	631,485	14,511,553
Total, Canada, June 1962	797,975	18,709,179
Total, Canada, July 1961	802,080	18,550,593

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1962

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	August 1961	July 1962	August 1962							
St. John's, Nfld.[1]	117.9	117.3	118.7	114.7	113.5	111.6	124.5	155.3	152.9	101.1
Halifax	128.7	130.3	131.3	126.2	134.1	122.5	139.2	163.3	164.0	124.5
Saint John	131.2	131.8	132.7	130.3	131.1	121.1	143.6	184.0	150.8	124.5
Montreal	128.8	131.1	131.6	133.8	134.6	105.8	160.4	163.7	142.0	118.7
Ottawa	129.8	131.9	132.4	128.5	137.3	116.9	152.6	162.9	143.1	123.9
Toronto	130.9	132.6	133.1	126.5	139.3	117.3	135.7	156.0	184.2	122.5
Winnipeg	127.3	129.5	129.4	128.6	129.1	117.6	133.1	172.1	140.6	120.6
Saskatoon-Regina	126.0	127.9	128.3	126.6	127.1	126.5	135.7	144.7	147.9	119.5
Edmonton-Calgary	125.0	126.4	126.5	123.0	127.4	120.4	129.9	162.5	141.7	119.6
Vancouver	128.5	129.8	129.7	126.6	134.3	116.3	137.7	149.8	146.0	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961; August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0 11
December	13	40	22,000	140,890	0.13
*1962; January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	38	1,030
Mines	...	...	...
Manufacturing	24	9,411	59,250
Construction	22	1,793	10,790
Transportation and utilities	1	39	950
Trade	5	233	2,200
Finance	...	...	...
Service	1	12	320
Public administration	...	...	...
All industries	54	11,531	74,540

TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	1	300	300
New Brunswick	1	39	950
Quebec	11	5,803	34,960
Ontario	31	4,727	29,120
Manitoba	3	428	4,910
Saskatchewan	...	...	...
Alberta	1	56	1,670
British Columbia	6	178	2,630
Federal	...	...	...
All jurisdictions	54	11,531	74,540

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major issues ~ Result
			August	Accumulated		
MANUFACTURING						
Food and Beverages						
F. W. Fearman Co., Burlington, Ont.	Teamsters Loc. 879 (Ind.)	165	660	9,250	May 16 Aug. 8	Wages~Wage increases, reduced hours, other improved fringe benefits.
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	4,400	9,600	June 25	Signing a first agreement~
Midland Footwear and Fern Shoe, Midland and Penetang, Ont.	United Textile Workers Locs. 1535 and 1534 (AFL-CIO/CLC)	216	1,080	1,080	Aug. 27	Wages, closed shop~
Textiles						
Thor Mills Limited, Granby, Que.	Textile Federation (CNTU)	220	660	12,630	May 6 Aug. 6	Wages, Rand formula, seniority~9¢ an hr. increase Aug. 1962, 5¢ Aug. 1963, 5¢ Aug. 1964: $50. retroactive pay, other improvements.
Furniture and Fixtures						
Grenier Furniture, Beauport, Que.	Wood Workers' Federation (CNTU)	109 (19)	1,850	1,850	Aug. 6 Aug. 29	Wages, holidays~25¢ an hr. increase, two additional paid holidays.
Paper						
Bathurst Containers, Montreal, Que.	Woodworkers Loc. 2-279 (AFL-CIO/CLC)	300	900	4,500	July 16 Aug. 6	Wages, paid lunch period~ 5¢ an hr. increase, with a guaranteed 5% bonus on hourly rates, adjustment of work during lunch period.
Primary Metals						
Dominion Steel and Coal, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	300	300	300	Aug. 24 Aug. 25	Use of outside contractor for screening process~Return of workers.
Quebec Iron and Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	1,050	3,680	3,680	Aug. 28	New agreement~
Metal Fabricating						
Creswell-Pomeroy, Granby, Que.	Steelworkers Loc. 6136 (AFL-CIO/CLC)	138	140	140	Aug. 16 Aug. 17	Wages, Rand formula~20¢ an hr. increase, adoption of Rand formula.
John Inglis, Toronto, Ont.	Steelworkers Locs. 2900 and 4790 (AFL-CIO/CLC)	1,386	3,470	3,470	Aug. 24 Aug. 28	Wages, job evaluation, fringe benefits~Increased wages, 8¢ an hr. the first yr., 12¢ the next, establishment of supplementary unemployment benefit fund, other improvements.
Machinery						
Dominion Engineering, Lachine, Que.	Machinists Loc. 1660 (AFL-CIO/CLC)	1,100 (12)	3,300	47,300	June 5 Aug. 7	Wages~6¢ an hr. increase retroactive to Mar, 27, 1962, 8¢ effective Aug. 7, 1962, 5¢ Mar. 27, 1963.
Non-Metallic Mineral Products						
Dominion Glass, Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	1,100	11,550	11,550	Aug. 18	Wages, fringe benefits~
Dominion Glass, Montreal, Que.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	1,200	7,200	7,200	Aug. 23	Wages~
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local	1,489 (40)	16,380	16,380	Aug. 17	Management rights, job evaluation, seniority rights~
CONSTRUCTION						
Sheet Metal Contractors Assoc., Winnipeg, Man.	Sheet Metal Workers Loc. 511 (AFL-CIO/CLC)	185	560	5,750	June 21 Aug. 7	Wages~10¢ an hr. increase.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major issues ~ Result
			August	Accumulated		
Electrical Contractors Section Winnipeg Builders Exchange, Winnipeg, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	200	4,250	9,050	June 27	Wages, fringe benefits~
Foundation Co. of Canada, Sudbury, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	839	840	840	Aug. 31	Pay period~
TRADE Northland Manchinery Supply Fort William, Ont.	Sheet Metal Workers Loc. 397 (AFL-CIO/CLC)	116	1,350	1,350	Aug. 3	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1962, BY GROUP OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects	....	....	....	....	....	....	....	....	....	....	....	....	....
Struck by:													
(a) Tools, Machinery, Cranes, etc.	1	....	....	1	2	2	....	....	....	....	1	....	7
(b) Moving Vehicles	....	....	....	....	1	5	....	6	....	....	1	....	13
(c) Other Objects	1	25	....	10	2	9	1	1	....	....	....	....	49
Caught In, On or Between Machinery, Vehicles, etc.	6	1	....	3	....	3	....	2	1	....	2	....	18
Collisions, Derailments, Wrecks, etc.	7	2	1	3	1	7	....	14	2	....	3	....	40
Falls and Slips:													
(a) On Same Level	....	....	....	....	....	....	....	....	....	....	....	....	....
(b) To Different Levels	1	2	....	....	14	10	2	7	....	1	4	....	41
Conflagrations, Temperature Extremes, Explosions	1	2	....	3	2	....	3	....	....	....	....	....	11
Inhalation, Absorptions, Asphyxiation and Industrial Diseases	....	1	....	8	1	....	3	....	....	....	1	....	14
Electric Current	....	....	....	3	2	4	3	....	....	....	....	....	12
Over-Exertion	....	....	....	....	1	1	....	....	....	....	....	....	2
Miscellaneous Accidents	....	....	....	....	....	....	....	....	....	....	....	....	....
Total Second Quarter 1962	17	33	1	31	26	41	12	30	3	1	12	....	207
Total Second Quarter 1961	21	15	7	45	39	49	11	38	11	1	16	....	253

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1962

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	1	1	.....	10	1	1	3	.....	.....	17
Logging	1	.....	.....	.....	11	3	.....	.....	1	17	.....	33
Fishing and Trapping	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Mining and Quarrying	2	.....	2	.....	7	13	1	1	2	3	.....	31
Manufacturing	.....	.....	2	.....	5	11	.....	1	3	4	.....	26
Construction	1	.....	1	.....	8	9	3	3	10	6	.....	41
Public Utilities	.....	.....	3	.....	4	2	.....	1	2	.....	.....	12
Transportation, Storage and Communications	1	1	1	1	5	7	1	1	5	7	.....	30
Trade	.....	.....	.....	.....	.....	2	.....	.....	1	.....	.....	3
Finance	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Service	.....	.....	.....	.....	.....	6	1	.....	4	1	.....	12
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	5	1	10	2	40	64	7	8	31	39	.....	207*

* Of this total 157 fatalities were reported by the various Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 50 were obtained from other non-official sources.

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THE LABOUR GAZETTE

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Vol LXII No. 11

NOVEMBER 30, 1962

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(Continued on page three of cover)

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Government Employees Compensation Branch

Branch administers the Government Employees Compensation Act and also has responsibility for promoting safe work practices throughout federal government service. It has been increasing emphasis on encouragement of safety at work

The Government Employees Compensation Branch has been strengthening its emphasis on encouraging government departments and agencies to greater accident prevention efforts. A number of departments have appointed safety officers, whose efforts are assisted by the Branch's safety adviser.

The safety adviser, when requested, makes inspections of work places in federal establishments and addresses employees on safety. He has recently, for example, assisted in training penitentiary staffs in safety measures, part of a program to reduce accidents in penitentiary workshops.

A new accident report form whose purpose is to ensure a detailed investigation of all serious accidents and to elicit suggestions to prevent their recurrence has had encouraging results.

The Branch administers the Government Employees Compensation Act, under the provisions of which compensation is payable to employees in the federal service who are injured on the job, and to dependants of employees fatally injured at work. The benefits paid are equal to those provided in workmen's compensation legislation of the province in which the employee normally works. In addition, the Branch has the responsibility of promoting safe work practices throughout federal government employment.

In the fiscal year ended March 31, 1962, accidents reported totalled 18,762; the total the previous year was 18,115.

The Branch disbursed $2,758,292 in satisfaction of claims in 1961-62, compared with $2,615,254 in 1960-61.

During the year 1961-62, the sum of $66,409 was recovered by court judgment or out-of-court settlement in connection with accidents to government employees that resulted from the actions or negligence of third parties.

The number of accident claims increased by a little more than 3 per cent over the total the previous year. But the cost of compensation rose by more than 5 per cent. This is partly because the provinces have established higher scales of benefits, and it is the provincial rates that are paid in the federal employees' compensation scheme.

The ratio of accidents to employees, however, showed little change over the year, because the number of employees covered increased too, from 225,000 to more than 228,000. The ratio has remained virtually unchanged at slightly under 1 to 13 for the past several years.

Of the 18,762 claims, 11,709 were classed as "medical aid only."

At the end of the fiscal year there were 1,726 employees and dependants in receipt of pensions.

The Branch issues a monthly bulletin, in English and French, whose aim is to make government administrators and supervisors more safety-minded, and to assist in the administration of claims work.

The Branch is continuing its series of accident prevention handbooks for distribution in government departments. In the last fiscal year, nine more titles were published.

Handbooks and leaflets so far issued are: No. 1—Workshop Safety, No. 2—Good Housekeeping, No. 3—Supervisor's Role in Accident Prevention, No. 4—Office Safety, No. 5—Safety Organization, No. 6—Accident Prevention, No. 7—Safe Guards, No. 8—Safety Inspection, No. 9—The Use and Care of Fibre Rope, No. 10—The Use and Care of Wire Rope, No. 11—The Use and Care of Chains, No. 12—The Use and Care of Storage Batteries, and No. 13—Material Handling.

The Branch also carries out the detailed administration work of the Merchant Seamen Compensation Board, which administers the Merchant Seamen Compensation Act. The Director of the Branch serves as Secretary of the Board.

This Act provides for compensation to seamen for accidents arising out of and in the course of their employment when "employed or engaged on a ship registered in Canada. . . when the ship is engaged in trading on a foreign voyage or on a home trade voyage as such voyages are defined in the Canada Shipping Act."

50 Years Ago This Month

November 1912 number reports continuing scarcity of labour, particularly of unskilled labour, in East as large numbers of labourers move west for railway construction and many immigrants return to homelands to fight in Balkan War

A continued scarcity of labour, particularly unskilled labour, in some places in Ontario and the Maritimes during October was reported in the LABOUR GAZETTE of November 1912.

The GAZETTE's correspondent at Westville, N.S., said that there was a scarcity of labour in many lines of industry, especially in the building trades. In Halifax, contractors complained of not being able to get enough carpenters, painters and electricians, and that unskilled labour remained scarce.

In Montreal there was a shortage of unskilled labour. The Hull correspondent said that there was a scarcity of labour, "a number of men having left for the lumber camps, where $40 to $45 per month and board are offered."

Farm Labour

In the Ottawa district, farmers found labour "hard to obtain, as usual, the workers demanding $35 per month and board and $2 a day for field work." The Toronto correspondent said, "Unskilled labour has seldom been so much in demand at this season of the year as at present, owing to the amount of civic and railway construction work in progress, and the large number who have gone west during the summer. Several hundred Bulgarians, Macedonians and Greeks have returned to Europe to take part in the Balkan war."

From Berlin, Ont., also it was reported that a large number of Bulgarian labourers had left the city for their native land to enlist in the army.

Cost of Living

The high cost of living was in the news. In Montreal, a mass meeting of workmen was held at the Labour Temple during the month, and "a strong resolution was passed demanding an investigation by the Dominion Government into the increased price of practically all necessities of life."

The Ottawa correspondent reported that "the feature of the cost of living situation this month was the increase of the price of milk from 7 to 9 cents. The cost of pure water is also considerable, as a great many people in the city continued to buy spring water for drinking purposes."

Sir George Askwith, Chairman of the Industrial Council of Great Britain, speaking before the Canadian Club of Ottawa in October 1912, the LABOUR GAZETTE reported, had this to say about bargaining between employers and employees:

"The day of individual bargaining, which existed in Lancashire in the forties, was long ago impinged upon by such things as the factory acts; the day of the union bargaining with the employers has in some cases come, in some cases is coming, and in some cases is beginning to decay; but it may be that the day of the interference of outside authorities to a certain extent, dealing with such questions as the minimum wage, is coming forward in the future . . . there is no doubt that there has been a tendency to refer to outside persons some opportunity of discussion of what the payment between capital and labour should be, and that principle has been embodied during the last few years in two British acts of Parliament, the Trade Boards Act, dealing with sweated industries, and the Coal Mines Minimum Wage Act. Whether that tendency will continue or not, I am not going to prophesy . . ."

Bank Employees

A report of an inquiry into employment conditions for bank clerks throughout Canada was published in the GAZETTE. Under the heading "Restrictions," it said: "The rule concerning marriage is strict, no clerk being allowed to marry till he earns $1,000 per annum; in some cases the sum is fixed at $1,500. Clerks are required to provide their own lunch and are not allowed to leave the bank in business hours except under exceptional circumstances."

An indication of the length of time a bank clerk might have to wait before he could marry is contained in the following statement in the report: "Often a clerk of exceptional merit can within four or five years command a salary of $900; on the other hand, it usually takes five years to reach a salary of $800."

To be acceptable for employment as a bank clerk, an applicant had to be at least 17 years of age, and to have a "good business education, respectable parentage, unblemished character, and ability to furnish bondsmen."

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Former Deputy Labour Minister, Arthur MacNamara Dies at 79

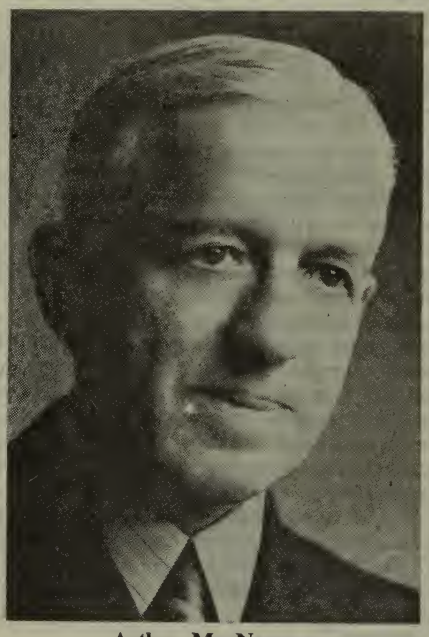
Arthur James MacNamara, C.M.G., LL.D., Deputy Minister of Labour from 1943 until 1953 and Director of National Selective Service during World War II, died at Ottawa on October 4 at the age of 79. When he retired from the federal Public Service, he had completed 40 years as a public servant, federal and provincial.

He became a national figure during the war for directing the mobilization of Canada's manpower resources, and later, for his part in organizing the Unemployment Insurance Commission.

Mr. MacNamara began his career as a provincial civil servant in Manitoba. He was called to Ottawa for six months at the beginning of the war. From this temporary assignment he advanced through various responsible federal positions to become Deputy Minister of Labour.

His public service appointments in Manitoba included: Chief Inspector, Bureau of Labour, 1916; Deputy Fire Commissioner, 1924; Assistant Deputy Minister of Public Works, 1936; and finally, Deputy Minister of Labour and Public Works.

When he came to Ottawa in January 1940, it was to organize the Dependent's Allowance Board. From this task he moved to a succession of posts: Acting Chief Commissioner of the Unemployment Insurance Commission, Director of the National Employment Service, and, in January 1943, Deputy Minister of Labour.



Arthur MacNamara

In 1946 he was made a Companion of the Most Distinguished Order of St. Michael and St. George. The University of Manitoba conferred on him the honorary degree of Doctor of Laws.

He served as a lieutenant with the Royal Air Force during World War I. In 1950, he received the Citation of Merit from the International Association of Public Employment Services. Since his retirement in 1953, Mr. MacNamara was Managing Secretary of the Canadian Association of Equipment Distributors.

Expressing his regret at the death of the former Deputy Minister, Hon. Michael Starr, Minister of Labour, said: "Arthur MacNamara was a warm and human personality. In his long career, he made an enormous number of friends and acquaintances. It is eloquent testimony to his forthrightness and soundness of judgment that even those with whom he was at times in conflict never lost their affection for him. He will be widely mourned."

George V. Haythorne, Deputy Minister of Labour, said: "He was one of Canada's most experienced civil servants, and most of that experience was in the labour field—the area where human issues and human problems are of paramount importance.

"He had an unusually effective touch in his dealings with people and their problems, and a sympathy that never failed even in the most difficult and complex situations. It is this, as much as his skill and knowledge, that gained him enduring friendships all across the country."

Brandon Hall Group of Unions Reduced to Three in Number

The Brandon Hall group of five construction unions, which organized the violent strikes and demonstrations that disrupted the house and apartment building branch of the industry in Toronto in the summer of 1961 (L.G., July, p. 776), has been reduced to three by the recent withdrawal of the locals of the Bricklayers, Masons and Plasterers' Union and of the Hod Carriers' and Common Laborers' Union. Left in the group are locals of the Operative Plasterers' and Cement Masons' Association, the United Cement Workers' Union, and the United Brotherhood of Carpenters and Joiners.

Union Membership in Canada Totals 1,423,000 in 1962

At the beginning of 1962, labour organizations active in Canada reported a total membership of 1,423,000.

Of these, 1,049,000 or almost 74 per cent were represented by unions affiliated with the Canadian Labour Congress.

More than 102,000 organized workers, or about 7 per cent of the total nearly all in Quebec, were represented by unions belonging to the Confederation of National Trade Unions.

The rest of the organized workers in this country were represented either by unions not affiliated with any central labour body, or by unions not affiliated with a central labour body in Canada but linked with the AFL-CIO in the United States.

More than a million of the 1,423,000 union members were in international unions, which have branches in both Canada and the United States and in most cases belong to central labour bodies in both countries.

In January 1962 there were 108 international unions active in Canada. Of these, 85 were affiliated with the CLC as well as with the AFL-CIO, 10 belonged only to the AFL-CIO and 3 only to the CLC. The remaining 10 international unions, with a total of 118,000 members, had no affiliation. More than 40,000 of the union members in this group belonged to the International Brotherhood of Teamsters, which had been with the AFL-CIO until 1958 and with the CLC until 1960.

There were 335,000 Canadian workers belonging to 51 national unions in January 1962. Of these, 156,000 were members of 18 national unions affiliated with the CLC and 96,000 belonged to the 13 federations within the CNTU. The remaining 20 unions, with a total of 83,000 members, were without affiliation.

Outside the international and national unions, about 26,000 workers were organized in 243 separate locals chartered directly by the two Canadian central bodies, the CLC and the CNTU. Another 37,000 belonged to the 126 independent local organizations coming within the scope of the survey.

The total of 1,423,000 members reported by labour organizations in 1962 was equivalent to about 30 per cent of the non-agricultural paid workers in Canada. The total was about 24,000 less than in the previous year. Much of the decrease was accounted for by the dissolution of the Newfoundland Brotherhood of Woods Workers, which had reported nearly 15,000 members before it went out of existence in October 1961.

Complete results of the annual survey of labour unions by the Department of Labour are available in the department's publication *Labour Organizations in Canada, 1962*, obtainable in English and French editions from the Queen's Printer, Ottawa, at 35 cents a copy (Catalogue No. L2-262).

Steelworkers Win "Sabbaticals" For Can Company Employees

The United Steelworkers of America last month negotiated extended vacations for long-service employees of the two largest can manufacturers in the United States, the American Can Company and the Continental Can Company. Canadian employees of the two firms are included.

Under the new agreements, which cover more than 31,000 employees in the United States, Puerto Rico and Canada, employees with 15 or more years of service will be entitled to a 13-week "sabbatical"—including regular annual vacation—every five years.

The contracts provide also for increases in the length of the annual vacation to three weeks after 15 years service and four weeks after 25 years, and for higher terminal payments, presumably to encourage early retirement. The regular vacation will not be additional to the sabbatical leave.

No Wage Increase

No wage increase or wage reopener is provided during the life of the agreements. A 23-per-cent-an-hour cumulative cost-of-living escalator clause will remain in effect, but the bonus will rise no further.

The two-year agreements also provide for improvements in the health and welfare programs and other fringe benefits. They become effective on October 1, but the three-month leaves will not begin until January 1, 1964. The delay is to allow time to train replacements and arrange a vacation timetable.

Neither companies nor union have made public any estimate of the cost of the long vacations, but it has been unofficially calculated to average 5 to 7 cents an hour.

The international master agreement covers employees of the Continental Can Company of Canada across Canada, and employees of the American Can Company in Vancouver.

According to a union spokesman, this is the first provision of the kind gained by the Steelworkers or any other union. The Steelworkers have long been advocating extended sabbatical leaves as a means of spreading work and lessening unemployment.

H.E. Campbell Retires from Two Locomotive Engineers Positions

H. E. Campbell retired last month as Assistant Grand Chief Engineer and National Legislative Representative of the Brotherhood of Locomotive Engineers, and as Secretary of the National Legislative Committee, International Railway Brotherhoods.

He is succeeded in the two Brotherhood positions by John F. Walter, and in the National Legislative Committee office by A. R. Gibbons of the Brotherhood of Locomotive Firemen and Enginemen.

J.H. Currie Named Director of Employees Compensation Branch

J. H. Currie, formerly Executive Assistant to the Deputy Minister, was recently appointed Director of the Government Employees Compensation Branch succeeding George G. Greene, who has retired.

He has also been appointed Secretary of the Merchant Seamen Compensation Board, which administers the Merchant Seamen Compensation Act.

Mr. Currie joined the Department of Labour in 1944 as Chief of Personnel, in which capacity he served until his appointment to the Deputy Minister's staff in 1951.

Before coming to the Labour Department, Mr. Currie was employed for several years in the Department of Finance.



J. H. Currie

Can't Afford Fight over Shares, Should Promote Teamwork

"If we are to give the best account of ourselves in this competitive world, surely we cannot afford the concept of two opposing sides in industry scrapping about their shares of rewards which only their joint efforts can bring into existence," said Rt. Hon. the Viscount Amory, British High Commissioner to Canada, in an address last month to the Ontario Chapter of the Council of Profit Sharing Industries. He was speaking in his capacity as Deputy President of the British Industrial Co-partnership Association.

One of the effects of the current industrial revolution is that organizations are becoming more complicated and units of production more massive, he said. Big-scale organization and automation seem to be pushing individual human beings more into the background. "The feeling that as individuals we count for less and less is bad for our initiative, our self-respect and our characters."

The problem of promoting an active spirit of teamwork, although complicated by mechanization and bigness, is not impossible.

"The more mechanical a man's job, the more he seems to be just an adjunct to some machine, the more trouble it is worth taking to get him interested in the whole process his work forms part of, so that he can feel pride in the achievements of his group or department."

One problem in developing a spirit of teamwork, he acknowledged, is that of divided loyalties, the most obvious being the risk of conflict between a man's loyalty to his union and his loyalty to his firm.

"In Britain, almost all employers recognize trade unions as established institutions. All sensible employers recognize, too, that if a workman belongs to a union it is right that he should be an active and loyal member of it," Viscount Amory said. There is, however, a natural tendency for both employers and unions to feel that the other party is seeking to undermine the loyalty they are anxious to promote.

"The answer to this problem surely is for both parties to recognize their mutual interests and, in particular, that both benefit from increasing productivity and from the prosperity of the concern—a prosperous firm is in a position to offer a better security and better pay than a financially shaky one—and for each party frankly to recognize the legitimate field of responsibility of the other.

"The most important factor of all in employer-union relationships must be complete confidence on both sides that undertakings will be strictly and honourably adhered to."

Strikes are increasingly being regarded as a rather crude and clumsy way of settling differences, Viscount Amory believed. "The right to strike is fully acknowledged under our laws but there is a growing opinion that a strike should be looked upon as action of the last resort, a right to be preserved as a safety valve."

The High Commissioner then turned to a discussion of co-partnership, a term which, he said, covered profit-sharing, making shares available to employees on advantageous terms, and joint consultation. He pointed out that profit-sharing will not automatically create good relations.

"Good relations are something that can be established only by patient and sincere effort. One cannot buy goodwill or mutual respect even by the best-devised scheme of profit-sharing unless the right spirit is there behind it.

He defined joint consultation as "the practice of sharing information and, wherever feasible, consultation before policy decisions are reached."

He concluded with comments on two-way communication, works councils and suggestion schemes.

U.S. Arbitration Board Sustains Management's Rights on Layoff

A United States arbitrator last month sustained the right of a railway's management to reduce the working force by laying off unneeded employees, provided that it gives the union notice of proposed layoffs and makes provision for severance pay for laid-off workers. The decision was rendered in a dispute ebtween the Order of Railroad Telegraphers and the Chicago and North Western Railway.

A month-long strike by the union was ended in September after the signing of an agreement on all issues except job security. The parties agreed to submit this issue to arbitration.

The arbitration board comprised Sylvester Garrett, who is chairman of the board of arbitration for the United Steelworkers; Ben Heineman, Chairman of the Board of the C. & N. W.; and George Leighty, Telegraphers' President and Chairman of the Railway Labour Executives Association. The employer's nominee concurred in the chairman's award; the union's nominee dissented.

The railway was ordered to discuss proposed layoffs with the union but was given the final decision in such cases. The railway has agreed to give the union 90 days' notice of layoff and to pay discharged telegraphers 60 per cent of their annual earnings for a period of up to five years.

Permanent employees transferred to the extra board will be guaranteed 40 hours pay a week, and several hundred telegraphers already laid off will be entitled to seek compensation from the railway.

The same union a year ago negotiated an agreement with the Southern Pacific that put a limit on the numbers of telegrapher positions the company may abolish because of technological or organizational changes (L.G., Dec. 1961, p. 1210).

Served Department 20 Years, George G. Greene Retires

George Garrow Greene, Director of the Government Employees Compensation Branch since 1952, has retired after 20 years service in the Department of Labour.

For almost nine years he was private secretary to a former Minister of Labour, the late Humphrey Mitchell, and for two years was special assistant to a former Deputy Minister of Labour, the late Arthur J. MacNamara (see page 1236).

A former newspaperman, Mr. Greene was a member of the Parliamentary Press Gallery before becoming secretary to Humphrey Mitchell in 1942. After that Minister's



George G. Greene

death in 1950, Mr. Greene became special assistant to Mr. MacNamara, then Deputy Minister.

After taking over as Director of the Government Employees Compensation Branch in October 1952, Mr. Greene reorganized it, developed statistical records, promoted accident prevention activities in the Public Service, and instituted, in 1953, the monthly Bulletin of the Branch, which he edited. He organized the first Federal Government Conference on Public Service Safety in 1956. He was a delegate to many conferences of the International Association of Industrial Accident Boards and Commissions in Canada and the United States, including one in Hawaii.

He was an adviser to the Government Delegates to this year's International Labour Conference.

In Parliament Last Month

(*page numbers refer to Hansard*)

The Minister of Labour on October 25 moved that the House go into committee at the next sitting to consider the introduction of a measure respecting industrial change and manpower adjustment. The motion was agreed to (p. 918).

On October 25 the Minister of Labour introduced Bill C-70, to provide for the safety and well-being of persons employed in works, undertakings and businesses within federal jurisdiction (p. 918).

On October 19, a motion was made (p. 733) for second reading of a private member's bill to provide for a minimum wage of $1.25 an hour for employees in federal works, undertakings and businesses (Bill C-10), which was introduced and given first reading on October 1 (p. 31). The hour appointed for private members' business expired without question put.

On October 16, a motion was made (p. 580) for second reading of a private member's bill, Bill C-7, to adjust the procedure of the Bankruptcy Act to cover the case of a wage earner who, though deeply in debt, could under budgetary supervision and with a time extension reimburse his creditors in full. The bill makes provision for this to be done "without the wage earner's being saddled with unconscionable rates of interest." It had been introduced and given first reading on October 1 (p. 31). The hour appointed for private members' business expired without question put.

During October, the following bills of interest to labour were introduced and given first reading:

—Bill C-15, to provide for pay for statutory holidays, and for pay for work performed on statutory holidays, for employees in federal works, undertakings and businesses (p. 32).

—Bill C-23, to amend the Industrial Relations and Disputes Investigation Act to establish a new system of negotiation and conciliation under the Act (p. 32).

—Bill C-43, to amend the Canada Fair Employment Practices Act to add discrimination on the ground of age to the list of prohibited employment practices, except when the age requirement is a *bona fide* occupational qualification (p. 38).

—Bill C-25, to amend the Merchant Seamen Compensation Act to widen the discretionary powers of the Merchant Seamen Compensation Board regarding the conditions under which the maximum allowances may be paid to a person who undertakes the care and maintenance of orphans of merchant seamen who are entitled to compensation under the Act (p. 36).

—Bill C-61, to amend the Annual Vacations Act to provide that employees under federal labour jurisdiction shall get two weeks' vacation with pay after one year's employment, instead of after two years' employment as at present (p. 441).

—Bill C-26, to amend the Railway Act to provide for the payment of retraining and moving costs for railway employees who lose their jobs as a result of organizational changes (p. 36).

—Bill C-44, to amend the Railway Act to give the Board of Transport Commissioners authority to lay down conditions under which abandonment of railway lines may take place, after permission to abandon has been granted (p. 36).

—Bill C-32, to amend the Civil Service Act to provide for arbitration of disputes between the Government and public employees, and further to provide a means of establishing a tribunal of arbitration (p. 34).

—Bill C-38, to enable civil servants to engage in political activity, join political parties, contribute to political parties, and to be candidates for political office (p. 38).

—Bill C-21, to amend the Canada Elections Act to reduce the voting age to 18 years (p. 35).

—Bill C-22, to amend the Agricultural Rehabilitation and Development Act to extend the provisions of the act so that Indian bands and Indian councils can enter into agreements with the ARDA agencies (p. 36).

National Conference on Agricultural Training

Proposed by National Technical and Vocational Training Advisory Council and convened by Department of Labour, conference finds that training programs in agriculture and related fields are inadequate, recommends action in this area

Training programs in agriculture and related fields are inadequate in Canada today, especially in the light of technological and other changes, it was concluded at the first National Conference on Agricultural Training, held at the Central Experimental Farm, Ottawa, on October 17 and 18. Such a conference was proposed last May by the National Technical and Vocational Training Advisory Council (L.G., June, p. 598).

In a resolution adopted unanimously at the end of the conference, the 125 delegates urged that immediate attention be given to this problem, and that provincial or regional meetings be held as a follow-up to the national conference.

The conference was convened by the Department of Labour, in co-operation with other federal and provincial government departments, farm organizations, educational institutions, and other interested groups. Its aim was to define and discuss the specific problems of education for rural people, and to make recommendations for solutions to the problems.

Two special speakers addressed the delegates, who came from all parts of Canada. They were: Dr. J. R. Weir, Dean of Agriculture and Home Economics, University of Manitoba; and Dr. Milo J. Peterson, Chairman, Department of Agricultural Education, University of Minnesota.

Under the federal-provincial technical and vocational training assistance program, the Department of Labour has a special interest in the training needs of agriculture. On the recommendation of the National Technical and Vocational Training Advisory Council, the Department earlier conducted two comprehensive surveys of vocational education in Canadian agriculture: a survey of technical and other vocational training programs in agriculture offered by provincial and municipal governments in Canada, and a study of vocational training needs in agriculture.*

*Reports of the two surveys were published in the series on the Research Program on the Training of Skilled Manpower as Report 5C, *Vocational Education in Agriculture, Publicly Operated* (L.G. 1959, p. 907), and Report 5D, *Vocational Training Needs in Canadian Agriculture* (L.G., Aug., p. 911).

The delegates were welcomed by Hon. Michael Starr, Minister of Labour, and Hon. Alvin Hamilton, Minister of Agriculture. George V. Haythorne, Deputy Minister of Labour, was Chairman of the Conference.

Four working groups were formed, each assigned to deal with one of the following:

1. Education and training needs of young farm people who are still in school.

2. Continuing education for and training needs of farm adults.

3. Education and training needs of agricultural teachers and farm extension leaders.

4. Training for technical vocations in industries allied with and providing services to agriculture.

Conclusions of the Conference

In a final resolution, unanimously adopted, the delegates urged that immediate attention be given to the problem of agricultural training, as they found that today's training programs in agriculture and related fields were inadequate.

Among other conclusions reached and recommendations made by the delegates were that:

—Similar conferences or seminars should be held in each province or region.

—Specific training needs would have to be more clearly defined through survey, research, and other ways.

—Lack of appreciation of the value and importance of training by people in the industry itself was part of the problem in identifying training needs.

—Technical and vocational education in agriculture should be a fully recognized part of the secondary-school program.

—There is a continuing place for separate institutions devoted mainly to agricultural training, similar to those now providing diploma courses.

—At the technician level, there is a growing demand for training programs in agricultural and related fields.

—There is an increasing need for short courses in specific subjects for adults in agriculture and in associated industries.

—The training of agricultural teachers determines much of the success of these programs, and there is an urgent need to advance in this field.

—A critical look at agricultural training in relation to the education and training of the labour force as a whole is a necessity for the full development of our over-all manpower resources.

—The activities of all groups—including industrial organizations, voluntary agencies, universities, provincial and federal government departments—should be co-ordinated.

Hon. Michael Starr

In his welcoming speech at the opening session of the Conference, Hon. Michael Starr, Minister of Labour, emphasized the growing complexity of agriculture and the need for more widespread and advanced training in the industry to cope with current and future problems. "I would like to stress the importance of developing our human resources to their fullest potential," he said.

"We know far too little about emerging needs for trained manpower in our primary industries. Much more is known about the scientific and physical side of agricultural production. Yet we often forget that manpower is an essential part of the production process.

"Agriculture, like all other industries, is becoming highly complex and hence requires the development of more highly skilled manpower in the same way as do other Canadian industries.

"It is essential that training facilities and programs for youth and adults in agriculture and other primary industries do not lag behind the rapid growth of training in the rest of the country," Mr. Starr said.

He pointed out that the current federal-provincial school building program, under the Technical and Vocational Training Assistance Act, would have the effect of providing facilities for increased training in rural areas:

> As of Monday of this week, some 449 projects had been undertaken under this program, of which 376 are either new schools or major additions to new schools. This represents a total estimated investment of $435,000,000, of which the federal share will be $280,000,000. This will mean additional accommodation for more than 125,000 students or more than double the present capacity of existing institutes of technology, trade schools and technical secondary schools across the country.

Hon. Alvin Hamilton

The Minister of Agriculture, Hon. Alvin Hamilton, said he needed the delegates' help in "a very broad program of rural reconstruction and development." Recognizing the difficulties involved, he stated that he was aware that an adequate educational program for rural Canada would not be easily achieved.

Constructing an educational program for the rural sector was more difficult than for the urban sector, he said, because most young people raised on farms must find non-farm employment, yet the training for those who remain in agriculture would have to be just as good as that provided for urban employment.

"As Minister of Agriculture, I am not prepared to accept an unlimited transfer of rural people to urban areas," he said. "I think there is much that can be done in the national interest to stabilize rural communities—to reduce the flow of people from rural areas to the cities. I suspect at the same time that, to succeed in rural redevelopment, we must adjust our rural educational programs."

Dr. J. R. Weir

"The technological revolution in Canadian agriculture in the last 20 years has had profound and far-reaching implications for farm people," said Dr. J. R. Weir, Dean of Agriculture and Home Economics, University of Manitoba. He was speaking on "An Assessment of Agriculture in Canada and the Implications for Training."

"This revolution started with the application of biology and chemistry to agriculture —an attempt to make two blades of grass grow where one grew before—and extended to the mechanization of agriculture—in which manpower was replaced by machine power, thus making it possible for one man to do the work previously done by two or more men." Dr. Weir was commenting on the nature of the changes that had taken place in agriculture, an understanding of which, he said, was necessary for an intelligent discussion of non-professional education for farm people.

"We have had drastic changes in the education and training of our professional agriculturists, and this surely reflects the need for a corresponding change of philosophy for vocational training for our rural people," he said.

As an example of the effects this revolution has had on Canadian agriculture, he cited the decrease of 196,000 Canadian farms between 1941 and 1961, and the loss of 549,000 from the farm labour force in the same period.

"We should not deplore this technological revolution in agriculture, and particularly, the movement of labour from the farm," Dr. Weir said. "A progressive, efficient agriculture means the transfer of labour from the production of food to industries producing things associated with a higher standard of living.

"Farmers should not regret the fact that two of their three children must seek careers off the farm, any more than doctors, lawyers, businessmen, merchants, should regret that any or all of their family do not remain in their own profession or business.

"Difficulties arise, however, when technologically displaced farm people are ill-equipped, educationally, to enter new occupations. This off-the-farm movement must and will continue."

During the fifties Canada successfully integrated some 50,000 to 100,000 immigrants each year into the working force. "Surely, to suggest that we cannot productively absorb into our whole economy the labour resource which will invariably be forthcoming from our farms is absurd," he declared.

Dr. Weir stressed that educational institutions must adjust to the changes that are taking place in our society and that farm people themselves must change their attitudes toward education and vocational training. "Many farmers still believe that hard work alone is the main prerequisite for success." New types of training were necessary today to provide the management skills and knowledge essential for the modern farmer.

We also need a different educational program for persons leaving the farm for other occupations. Farm people need to be trained for an increasingly complex industrial society. They can no longer depend on obtaining work as unskilled labourers. There is already a surplus of unskilled labour in the country.

Dr. Weir then reviewed various successful farm education programs in use in Manitoba, and actions being taken elsewhere. He also dwelt on the necessity for assembling more facts on training needs in agriculture, and on the problems of education for persons leaving agriculture for other occupations. In conclusion, the speaker posed a series of questions to serve as challenges to the working sessions of the Conference.

Dr. Milo J. Peterson

Addressing the delegates on "An Agricultural Education Program in the United States," Dr. Milo J. Peterson, Chairman, Department of Agricultural Education, University of Minnesota, described the U.S. system of education, which has "permitted and encouraged the growth of agricultural education." Its setting is the "comprehensive public high school."

The system, publicly supported and open to all, "has equal concern for those who will remain in the community and those who will go on to seek their future elsewhere. Educational opportunity for adults and post-high-school youth is accepted as an integral, rather than a peripheral, responsibility," he said.

Dr. Peterson described an agricultural training program that, although "not a typical or an average program," was the kind of program he believed should be aimed at. The program included six mutually exclusive but closely allied phases: adult agricultural education, education for post-high-school youth, high school agricultural education, parent-teacher co-operation, school-community co-ordination, and public relations.

Dr. Peterson stated that the objective of adult education in agriculture is to increase the efficiency of the business operation and raise the level of living of farm operators. At the post-high-school level, the purpose of agricultural education is to aid young adults in occupational establishment and personal adjustment to adult responsibilities and opportunities in the field of agriculture.

In the United States, he continued, the farm organization, Future Farmers of America, is an effective vehicle for teaching at the high school level. The objectives of the high school FFA program are: to develop an appreciation and understanding of modern agriculture and rural life; to develop citizenship and leadership; to provide supervised work experience in agriculture at the operational and managerial levels; to make a beginning in an agricultural pursuit commensurate with individual capacity, interest, and opportunity; and to prepare for further study in agriculture at the vocational-technical or collegiate level.

Parent-teacher co-operation was intended to develop positive working relationships between the agriculture instructor and the parents of the high school and post-high-school students. This is achieved through such means as community surveys, individual on-farm instruction, and group meetings.

School-community co-ordination, usually through an advisory council of community members, with farmer-members in the majority, assured that the school placed its educational resources at the disposal of the community, and the latter in turn co-operated with the school in mutually beneficial endeavours, explained Dr. Peterson.

The purpose of public relations was to develop a favourable attitude toward vocational agriculture and the total school program.

Although direct control of agricultural education was by education authorities at the local district level, the over-all program was supported by three levels of

government—local school district, state, and national, said Dr. Peterson. He also dealt with teacher education, and the support and services rendered by professional organizations.

Working Groups

A working group under the chairmanship of James W. Clarke, President, Winnipeg Grain Exchange, dealt with education and training needs for young farm people who are still in school. It tackled this problem under four topics: guidance and counselling, agricultural education in the secondary schools, agricultural clubs and youth organizations, and existing programs and new requirements.

This group agreed that agricultural training centres should meet the increasing demands for agricultural technicians by introducing new programs at existing schools, and recommended establishing new schools devoted to agricultural technician training. In another conclusion, it noted lack of interest in agricultural education on the part of students and parents.

A second working group, under Chairman W. A. Jenkins, Director, Immigration and Land Settlement Service, Nova Scotia Department of Agriculture, discussed continuing education for and training needs of farm adults. This group found that education and training obtained by farmers was definitely inadequate, and analysed the reasons for this. It recommended training in three general areas:

1. Farm management, marketing and other economic knowledge needed by farm operators.
2. Technical skills required for farming.
3. Community development and the economic and social position of the farmer in his community, in the nation and in the world.

This group also urged establishment of central agencies to co-ordinate programs and recommended the investigation of training needs of farm women and investigation into the definition of "agricultural" occupations—for example, to determine if gardeners and landscape architects were engaged in agriculture.

A third group, under the chairmanship of Benoit Guay, Professor of Agronomy, Institute of Agricultural Technology, St. Hyacinthe, dealt with the problems of education and training needs of agricultural teachers and farm extension leaders. It stressed the shortage of competent persons in these two fields, and pointed out that more attention was needed to their basic educational preparation. This preparation would be determined by the changing needs of agriculture.

This group recommended that a single administrative body at the provincial level should be entrusted with the responsibility and authority for the operation of teacher education programs. In addition, there should be a federal-provincial consultative body "to act as a national clearinghouse on objectives." This teacher education should be supported by a research program on the university level.

The fourth group, with Leonard Harman, General Manager, United Co-operatives of Ontario, as chairman, dealt with training for technical vocations at the post-secondary-school level, to prepare personnel for industries allied with and providing services to agriculture. Such technicians would include land assessors, surveyors, rangers, supervisors, laboratory assistants, and inspectors, among numerous others. This group also found that training here was inadequate and that the shortage was most pronounced at the technician level.

The group agreed also that there was an urgent need for both two- and three-year, post-secondary-school courses and for shorter courses. Training should be in co-operation with industrial authorities, and there should be more financial assistance for students taking the longer courses. To determine the extent of the technician shortage, a survey should be undertaken. Additional training facilities for post-secondary-school training should be provided, and there should be a form of recognized national certification.

Seven Japanese women leaders prominent in the field of adult education spent the morning of October 16 in the Women's Bureau of the Department. The women, selected as a result of a nation-wide competition sponsored by the Women's Social Education Section of the Japanese Ministry of Education, were on a month-long study tour of selected cities in Canada and the United States.

The subjects to which they directed attention were the role of women in Canadian and American society, the daily life of the housewife, the nature of women's organizations, adult education facilities and welfare services of particular interest to women.

Two similar groups of Japanese women simultaneously visited European countries.

Federal-Provincial Farm Labour Conference

Shortage still remains of reliable and experienced men for year-round work on farms, of skilled men even for seasonal work; no shortage found of unskilled labour for seasonal work, delegates to 18th Farm Labour Conference report

No serious difficulty in obtaining a supply of unskilled labour for seasonal farm work was experienced in any province of Canada during the past season, but there is still a shortage of reliable and experienced men for year-round work, and in general a shortage of skilled men even for seasonal work, delegates to the 18th Federal-Provincial Farm Labour Conference reported.

George V. Haythorne, Deputy Minister of Labour, in welcoming the delegates, said that in the past the farm labour program had been regarded as not much more than a program of farm labour mobility. The time might have come, however, he suggested, for more serious consideration to be given to such matters as agricultural training, productivity, labour utilization, labour standards, and the improvement of living and working conditions on farms, particularly for hired workers.

The meeting, which was the first such conference since 1959, was held in Ottawa on October 19, under the chairmanship of F. M. Hereford, Director of the Special Services Branch of the Department of Labour,

Eight of the nine provinces that have farm labour agreements with the federal Government were represented by senior officials of their Departments of Agriculture.

The conference was attended also by representatives of National Employment Service regional and head offices; of the federal Departments of Labour, Agriculture, and Citizenship and Immigration; of the Canadian National Railways and Canadian Pacific Railway Company; of the Canadian Federation of Agriculture; of the Office of the High Commissioner for the United Kingdom; and the Embassies of West Germany and The Netherlands.

Employment Situation and Outlook

The health of the economy has improved considerably during the year and a half since business activity started to rise early in 1961, Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, told the meeting in a brief review of the general employment situation and outlook.

This improvement was shown by the rise of nearly 9 per cent in the Gross National Product during the period, a rise of almost 12 per cent in industrial production, and an increase of 11 per cent in personal income. Labour income and profits had also risen, and total employment had increased by between 4 and 5 per cent, and unemployment had declined by about 30 per cent, from a high point of 7.9 per cent to 5.6 per cent, apart from seasonal fluctuations.

This rise in economic activity, Mr. Schonning remarked, had been accomplished in spite of such adverse circumstances as last year's crop failure in Western Canada, and exchange and balance of payments difficulties.

Farm employment was still continuing its secular decline, although at a slower rate during the past four years or so. In each of the years 1956-58, farm employment had dropped by 32,000, in 1959 by some 20,000, and in 1960 by 17,000. In 1961 there was little change. Average employment on farms for the first nine months of this year was down by about 16,000 compared with the corresponding period last year.

"Undoubtedly crop failure in the West last year, better job opportunities in the non-farm industries last year and this year, plus a wet summer season, all contributed to the pulling down of the farm work force this year," Mr. Schonning pointed out.

He gave a brief outline of the changes in the Canadian labour force during the past decade or more, the main points of which were the falling-off in the growth in the number of males in the labour market during the past five years, the increase in the labour force participation of females, the big increase in the labour force in 1956 and 1957 by 400,000 and between 1959 and 1960 by 175,000.

He attributed the high unemployment of the past few years to three main causes: the slackening in aggregate demand, several major structural shifts in the economy induced by competitive pressures, and some deficiency in the supply of the kind of labour that the changing economy needed.

A pickup in demand, reduced immigration and an increase in training have contributed to the reduction in unemployment over the past year, Mr. Schonning said.

Turning to the employment outlook, Mr. Schonning said that, on the assumption that there was no net immigration next year and that youngsters stayed in school at the same rate as in September this year, the labour force next year should be about 100,000 larger than it was this year.

This meant that there must be 100,000 additional jobs next year if unemployment were not to rise again. Whether these jobs would be forthcoming or not depended on a number of things, particularly on whether there was going to be another recession, and if so when it would start and how deep it would be, the speaker pointed out.

Recent indications had suggested that the rate of business cycle expansion was again slowing down, but it was difficult to say how severe the recession would turn out to be, if it came.

Unemployment next winter would be lower than it was last winter, Mr. Schonning thought, but later in the year it was likely to rise somewhat above the level at the same time this year. In 1963, there might be a slackening-off in the total demand for labour in the goods industries, and this would mean a reduced demand for male labour and a rise in unemployment.

There would probably be fewer opportunities in non-farm employment, and this, together with the good crop this year, might mean that agriculture would be a "man-drawing industry."

Farm Productivity Statistics

The question of hours of work and the total input of labour in agriculture, raised by Dr. Dymond, Assistant Deputy Minister of Labour, led to considerable discussion about how much reliance could be placed on statistics regarding farm productivity.

It was pointed out that there were several reasons why statistics might tend to understate the amount of labour and capital that was going into agricultural production, and that during the whole period of rapid increase in the mechanization of agriculture the question of working hours had been an unknown factor.

Among the ways in which the application of labour and capital to agricultural production might escape statistical measurement, the following were mentioned:

—Employment figures do not reckon workers who are employed less than 20 hours a week.

—A good deal of custom work is being done by people not reckoned to be employed in agriculture, e.g., a garage mechanic may operate a hay bailer; and custom feed mills do work formerly done by agricultural workers.

—A great deal of farm work is done in spare time by people who live on, and operate small farms, but whose main employment is in some other industry.

—Equipment that used to be serviced by the farmers themselves is coming more and more to be serviced by professional service men not considered to be employed in agriculture;

—Much handling and packing of produce, which is properly a part of agricultural production, is now done in co-operative plants by non-agricultural workers.

—In some farm industries work is done by town people who go out to the farms to help, but are counted as employed in other industries.

—In Western Canada, farm implement dealers are renting out equipment to farmers.

For such reasons as these, it was pointed out, the increase in agricultural productivity shown by statistics is not as great as it appears to be. It was suggested that the kind of productivity we know about should be specified as "on site" productivity. But total productivity was another matter.

Regarding the hours being worked in agriculture, one of the delegates expressed the opinion that they were about the same as they had always been.

It was also remarked that mechanization of field work led to very long hours during rush times, but that these periods did not last as long as they had previously.

Dr. Dymond asked where the equipment that was going into agriculture was being made. If it was being made outside Canada we were losing the employment that its manufacture represented. The opinion of several of the delegates was that, although most of this machinery was made outside the country in the early stages of its development, now much of it was made in Canada.

R. A. Stewart, Canadian Federation of Agriculture, said that owing to the multiplicity of tools required, farmers were depending more and more on service people. Another delegate thought that too much equipment was lying idle on farms for lack of service, and he suggested that steps being taken in the matter of agricultural training might improve the supply of service mechanics.

Farm Labour Situation

No important changes in the farm labour situation were reported by provincial and NES representatives.

This year, as in the past two or three seasons, the demand for casual farm labour had been reduced, although for general farm

help it remained fairly constant, R. G. Bennett, Ontario Department of Agriculture, reported.

There had been less demand for outside labour in the sugar beet industry on account of reduced acreage, increased use of machinery, and a larger supply of local labour. Mechanization was being facilitated by the use of new varieties of beets which lent themselves better to mechanical handling. Mr. Bennett foresaw no labour problems next year, except in the unlikely event of an increase in acreage under sugar beets.

Some trained tobacco workers still had to be brought in from the United States, Mr. Bennett said, though the number had been reduced by mechanization.

Much unfavourable publicity given in the press to working conditions for seasonable labour on farms was unjustified, he said, and an attempt had been made to counter it. Hours of work had never been more than eight a day, but publicists insisted on including time spent in going to and from work, time that actually involved expense for the farmer, who had to supply transport to and from the pick-up point, which was the largest part of the distance.

A need for skilled rather than for unskilled labour was reported by S. S. Graham, Alberta Department of Agriculture. In harvest time the demand was for experienced operators of combines and tractors; transient, unskilled labour was no longer wanted. Peak demands for labour had been levelling off, since farmers were managing more than formerly with family and local labour. In harvest time, storekeepers, implement dealers, garage owners, etc., were giving a good deal of help.

In reply to a question from the chairman, Mr. Graham said that the need to bring in Indians for sugar beet work would probably cease in from five to ten years.

G. S. Alleyn, National Employment Service Employment Adviser for the Prairie Region, pointed out that the Indians who were willing to do farm work had to be brought from Northern Alberta and Saskatchewan, and that moving the workers meant moving their families as well.

Mr. Stewart, Canadian Federation of Agriculture, said that farmers could use more labour if they could afford to compete in the labour market, but as it was they had to make do with what they had. He thought farmers realized that they would have to supply better accommodation if they wanted to get suitable help.

Report of Unemployment Insurance Advisory Committee for Year Ended March 31, 1962

Complete exhaustion of Unemployment Insurance Fund during coming winter is certain unless measures taken to provide additional revenue. Committee makes no recommendation about measures necessary, pending report of Gill Committee

The complete exhaustion of the Unemployment Insurance Fund during the coming winter seems to be certain, unless measures to provide additional revenue are taken, the Unemployment Insurance Advisory Committee said in its report for the fiscal year ended March 31. The report was tabled in the House of Commons on September 27.

In its preceding annual report (L.G., Oct. 1961, p. 1012), the Committee said exhaustion of the Fund during the 1961-62 winter was "probable." The Fund managed to survive that winter, the Commission said, quoting the report on the prospective state of the Fund received from the Senior Actuary, Department of Insurance.

But, pending the report of the special Committee of Inquiry into the Unemployment Insurance Act (Gill Committee) (L.G., Aug. 1961, p. 752), the Committee considered that "it would not be appropriate at present for it to make recommendations" on the measures to be taken.

The Committee did, however, draw attention to "the necessity for the Government to take the necessary action to guarantee the solvency of the Fund" pending the application of corrective measures. Whatever sums were required for this purpose, the Committee recommended, should be "provided by way of grants in order that the Fund may not be burdened with these amounts."

The Committee emphasized this recommendation by pointing out that it was unlikely that "any substantial changes of a corrective nature can be implemented promptly enough to greatly affect the Unemployment Insurance Fund in the coming winter."

The Committee quoted two paragraphs from the Actuary's report in which he said that if the unemployment situation during the coming winter should be much the same as last winter, additional revenue of about $27,000,000 would be needed to enable the Fund to meet benefit payments to the end of March 1963 and that a further $47,000,000 would be needed to carry on to the end of May, after which the Fund would begin to increase again for some months.

But "if the experience next winter were to be closer to that of the 1960-61 winter, the additional funds necessary to meet benefit payments to March 1963 would be $77,000,000, with a further $75,000,000 being required for April and May 1963." The balance in the Fund at the end of May 1962 was $20,000,000.

The Actuary's forecast was based on the assumption that the fund would rise by $50,000,000 between June 1 and December 1 of this year, which would be about the same as the rise of $53,000,000 in the corresponding period of last year.

In order to illustrate the trend of the Fund toward extinction, the report of the Committee gives the balance in the Fund at the end of the four most recent years:

1962	$ 66,598,000
1961	$184,685,000
1960	$365,892,000
1959	$499,811,000

The Committee referred to the enforcement program of the Unemployment Insurance Commission, which has been carried on with an enlarged staff. It thought that this work, aimed at detecting and preventing fraud and misconduct, was "extremely important, both in the actual recovery of monies and in the deterrent effects, and also for the repute of the plan and for the effect on the morale of those administering it."

The report is printed in full below.

Report of the Unemployment Insurance Advisory Committee for Year Ended March 31, 1962

To His Excellency the Governor General in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 24, 1962, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1962;

(b) from the Assistant Superintendent and Senior Actuary, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund;

(c) from the Dominion Bureau of Statistics, a tabulation of 1961 benefit statistics.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1962 was $66,598,000.

This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1962	$66,598,000
1961	$184,685,000
1960	$365,892,000
1959	$499,811,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest [see table, top of facing page]:

Since the end of the fiscal year the balance in the Fund has dropped even farther and at the end of May 1962 was $19,851,000 and at the end of June was $28,643,000. The Actuary has pointed out, in paragraphs 20 and 21 of his report, the virtual certainty of the complete exhaustion of the Fund during the winter of 1962-63 unless measures to restore the revenue are taken. His actual comments are as follows:

"20. Lacking any clear indication that the next winter will see a marked drop in unemployment levels, and assuming the continued operation of the present unemployment insurance scheme, the complete exhaustion of the Unemployment Insurance Fund which seemed probable for 1961-62 seems a certainty for 1962-63. The Fund managed to survive to the end of May 1962 with a net amount of $20 million and that, in the normal course of events, might be expected to rise to some $70 million during the summer and fall months of high employment. It might be mentioned that in regard to the fiscal year 1961-62, which saw a modest improvement over its immediate predecessors, the Fund decreased by $97 million from December 1 to the end of March and by $144 million from December 1 to the end of May 1962.

"21. In these circumstances it appears to be necessary to provide additional revenue of about $27 million to enable the fund to meet benefit payments to the end of March 1963 if experience next winter should prove to be much the same as in the winter of 1961-62. A further $47 million would be needed to carry through to the end of May 1963, after which it may be expected that revenue will exceed benefit payments for some months. If the experience next winter were to be closer to that of the 1960-61 winter, the additional funds necessary to meet benefit payments to March 1963 would be $77 million with a further $75 million being required for April and May 1963, again assuming that the amount of the Fund is $70 million as at December 1, 1962."

The Actuary bases the above forecast on the assumption of a $50 million rise in the Fund between June 1, 1962 and December 1, 1962, which is approximately the same as the rise of $53 million in the corresponding period in the previous year, and on the assumption that the experience in the winter of 1962-63 will be the same as that in the winter of 1961-62.

UNEMPLOYMENT INSURANCE FUND

	1962	1961	1960	1959
	(in thousands of dollars)			
Balance at Credit of Unemployment Insurance Fund	66,598	184,685	365,892	499,811
Increase or decrease in balance from previous year	−118,087	−181,207	−133,919	−244,389
Contributions from employers and employees	277,789	275,273	228,616	185,438
Contributions for Armed Service Personnel				49
Contributions from the Government of Canada	55,558	55,055	45,723	37,097
Amounts collected—				
In fines				.5
In penalties	90	63	52	47
Interest on investments	6,800	9,980	16,855	21,725
Profit or loss on sale of securities	L. 622	L. 7,269	L. 8,414	L. 10,155
Interest paid on loans	2,961	403	1,517	
Total net revenue	336,653	332,698	281,315	234,242
Ordinary benefit payments	352,328	406,728	320,970	362,156
Seasonal benefit payments	102,411	107,178	94,264	116,475
Excess of revenue over expenditure	−118,087	−181,207	−133,919	−244,389
FISHING COVERAGE				
Contributions from employers and employees	1,075	1,122	907	775
Contributions from Govt. of Canada	215	224	181	155
Benefit payments	11,650	11,785	11,024	10,235
OTHER STATISTICS				
No. of initial claims for Unemployment Insurance received	1,613,000	1,814,000	1,742,000	1,791,000
Average No. of benefit weeks paid	14.3	16.4	16.0	17.3
Average weekly rate	$24.02	$23.12	$21.43	$21.28

In its report a year ago the Committee stated that, in view of the recent appointment of a special Committee of Inquiry into the Unemployment Insurance Act it did not seem appropriate for the Advisory Committee to make recommendations at that time in relation to the correction of the deficiencies in the scheme. The Committee recommended, however, that the Government make provision to guarantee the solvency of the Fund until measures were taken to restore it to a sound basis.

As the report of the Committee of Inquiry has not yet been made and as, under its terms of reference, that committee is to review the operations of the Unemployment Insurance Act and to study and report on measures needed to deal with seasonal winter unemployment and to correct any abuses or deficiencies it may find in the insurance plan, the Advisory Committee is still of the opinion that it would not be appropriate at present for it to make recommendations in relation to these matters. Having regard, however, to the forecast in the Actuary's report, with particular reference to paragraphs 20 and 21 quoted above, the Committee again draws attention to the necessity for the Government to take the necessary action to guarantee the solvency of the Fund pending corrective measures being applied. The Committee recommends that whatever sums are required for this purpose be provided by way of grants in order that the Fund may not be burdened with these amounts.

It seems unlikely that any substantial changes of a corrective nature can be implemented promptly enough to greatly affect the Unemployment Insurance Fund in the coming winter. The Committee considers that this lends force to its recommendation that the Government guarantee the solvency of the Fund in the meantime.

At the request of the Committee the Unemployment Insurance Commission has furnished information in some detail regarding the enforcement program that the Commission carries out for the prevention and detection of fraud and delinquency on the part either of claimants or employers. The Committee has noted that the increase in the numbers of the enforcement staff and in the number of investigations provide for increasingly effective control. The Committee feels that this is extremely important, both in the actual recovery of monies and in the deterrent effects and also for the repute of the plan and for the effect on the morale of those administering it. The Committee wishes to commend the Commission for the increased effectiveness of its administration and for its energy and initiative in this regard.

The Committee noted that since its last meeting the Government had put into effect the plan which it announced in June 1961 for the replacement of the securities formerly in the Unemployment Insurance Fund by non-marketable bonds which may be redeemed by the Government as required on 30 days' notice. The Committee also noted that the rate of interest on these, originally 3¼%, was currently 4% and that this was fixed slightly under the average yield of three-year bonds as at May 31, 1962. In bonds issued in the six-month period following September 30, 1962, the rate of interest would be calculated in a similar manner, based on the average yield just prior to October 1, 1962.

The Committee wishes to express its appreciation for the information provided and other assistance accorded to the Committee by the Unemployment Insurance Commission, by the Assistant Superintendent of Insurance and the Senior Actuary of the Department of Insurance and by the Dominion Bureau of Statistics.

Respectfully submitted,

(*Sgd.*) A. H. BROWN,
Chairman.

July 24, 1962.

Labour Relations Legislation in 1962

Manitoba, Ontario and Quebec amend labour relations laws, and Prince Edward Island enacts new Industrial Relations Act. B.C. Hydro and Power Authority Act gives collective bargaining rights to hydro employees, prohibits strikes

During the 1962 sessions of their Legislatures, three provinces—Manitoba, Ontario and Quebec—amended their labour relations laws, and one, Prince Edward Island, replaced its Trade Union Act by a new statute, the Industrial Relations Act. An Act passed in British Columbia to amalgamate the British Columbia Electric Company and the British Columbia Power Commission gave collective bargaining rights to hydro employees but prohibited strikes and lockouts.

Manitoba made some significant changes in its Labour Relations Act. The amendments, among other changes, made trade unions and employers' organizations legal entities capable of suing and being sued for a breach of the Act or of a collective agreement.

Ontario made a considerable number of amendments to its Labour Relations Act, some of which were designed to speed up procedures in the construction industry. It also passed emergency legislation to prevent a threatened hydro strike and enacted the Approved Impartial Referees and Arbitrators Act, 1961-62.

Quebec adopted amendments to the Labour Relations Act and to the Collective Agreement Act.

MANITOBA LABOUR RELATIONS ACT

Among other changes, amendments to the Manitoba Labour Relations Act made trade unions and employers' organizations legal entities capable of suing and being sued for a breach of the Act or a breach of a collective agreement, provided for the appointment of a mediator chosen by the parties as an alternative to a conciliation officer and conciliation board, and gave the Attorney-General authority to prosecute for violations of the Act.

Some of these changes were based on recommendations made by Mr. Justice Tritschler in his *Report of the Brandon Packers Strike Commission* (L.G., Feb., p. 123). Others resulted from the Department's experience in administering the Act.

Unfair Labour Practices

The section on unfair labour practices was amended to include among the prohibited practices interference by an employer in the selection of a trade union or in the representation of employees by a trade union that is the certified bargaining agent for the employees. The Minister of Labour said this amendment would give "more positive protection to employees during the critical period of organization and during those times when they are negotiating for an agreement."

An amendment introduced during passage made it clear that it was not an unfair labour practice for an employer to appear on an application for certification of a bargaining agent for any of his employees or to make, or appear on an application for revocation of a certification or for the termination of the bargaining rights of a bargaining agent for any of his employees.

Mergers and Successor Rights

The Manitoba Labour Board is now empowered to take a representation vote if it thinks that a bargaining unit is no longer appropriate. Previously, if there was a change of ownership, the Board was authorized to take a vote on the application of the new employer.

Also, the Board's power to merge bargaining units in case of an amalgamation or merger of businesses was clarified.

The section providing for the continuance of a collective agreement when a business changes hands was reworded to provide that a collective agreement is binding upon the person "who acquires or operates the undertaking or the business of the employer who has entered into the agreement or on whose behalf the agreement has been entered into."

Conciliation and Mediation Procedures

An amendment designed to speed up settlement of contract disputes provides for the appointment of a private mediator in place of a conciliation officer and a conciliation board upon the request of both parties.

The mediator has all the powers of a conciliation board, including the right to recommend settlement terms, and his report has the same effect as that of a conciliation

board. A strike and lockout are prohibited and the employer is forbidden to alter wage rates or working conditions until after receipt of the mediator's report. The Ontario Labour Relations Act also provides for private mediation as an alternative to the two-stage conciliation procedure.

Other Manitoba amendments prohibit any person who has had any pecuniary interest in an arbitration or conciliation matter or who has acted for either party in the arbitration or conciliation proceedings in the previous year from being appointed a member of a conciliation or arbitration board.

Strike Votes

Another significant Manitoba amendment provides for secret, government-supervised strike votes. The Minister said that this would remove some of the stigma attached to union-conducted votes and would create a more favourable image in the minds of employer groups and in the minds of the public as well.

(In his Report, Chief Justice Tritschler recommended that there should be a secret strike vote taken by and under the supervision of the Department of Labour. He also thought that there should be provision to take a secret, supervised vote during the time a strike is in progress if, in the opinion of the Minister of Labour, such a course might be beneficial.)

The Alberta legislation also requires a government-supervised strike vote, and in British Columbia a strike vote must be taken by secret ballot and may be supervised by an agent of the Minister if either party so requests.

Enforcement

Some of the most significant changes were in the enforcement provisions.

One such amendment provides that, for purposes of the Act, unions and employers' organizations are legal entities capable of suing and being sued. It also states that an employers' organization, trade union, employer, employee or person who does, authorizes, aids or abets the doing of anything prohibited under the Act or who fails to do anything required by the legislation or abets in the failure is liable for general or special damages, or both, to anyone who is injured or suffers damage by the act or failure.

Another new provision states that a party to a collective agreement or any employer, employers' organization or a trade union that is bound by a collective agreement is liable for general or special damages or both for a breach of a collective agreement and may be sued by any party to the agreement who is injured or suffers damage as a result of the breach.

(These amendments do not go as far as those proposed by the Tritschler Commission. It recommended that all employers' organizations and trade unions should be made legal entities, at least for the purpose of prosecuting or being prosecuted for breach of any law, and for the purpose of suing and being sued for any cause of action, adding "It would be best that they should have corporate status for all purposes." The Report recommended also that the Act be amended to provide that a breach of a collective bargaining agreement by one party should be actionable at the suit of the other party without proof of special damage.)

The Bill as introduced would have brought the legal entity section into force on date of Royal Assent. An amendment adopted during passage, however, provided that this section would be brought into force by proclamation. The Premier said that the Government had decided to submit a stated case to the Manitoba Court of Appeal for a ruling on the legal entity section before putting the amendment into force. The case would be designed to determine whether unions would be responsible for unauthorized acts of individual members. The case was referred to the Court of Appeal on July 9; hearings have been held, but no decision has been handed down so far.

Another Manitoba amendment enables the Government to take a more active role in the enforcement of the Act. The Attorney-General may now institute a prosecution on his own initiative or on the recommendation of the Minister or the Board.

During the discussion of the Bill, the Minister stated that the Manitoba Federation of Labour and other labour groups, as well as some employers' organizations, had asked for this change. The Tritschler Report also recommended public prosecutions, stating:

> The law enacted by the Legislature for the public good should be enforced against employers, unions and others by public prosecutors.
>
> The law will be regarded with greater respect if it is enforced by the state rather than by the private person who considers himself aggrieved. An offence will be regarded as an offence against the state rather than as a private squabble.

ONTARIO LABOUR RELATIONS ACT

A number of amendments to the Ontario Labour Relations Act were designed to meet the special problems of the construction industry by providing for the establishment of a construction industry panel of the Ontario Labour Relations Board, area certification and shorter delays than those fixed for industry generally. Amendments of general application dealt with the question of successor rights and strengthened the unfair practice and enforcement provisions.

During the debate on the Bill, the Minister of Labour said the amendments were drawn from a number of sources. Some were based on representations made during the past year or so by "groups interested in or affected by the legislation on both management and union sides." Others were based on the Department's experience in the administration of the legislation, and still others were derived, to a considerable extent, from the Report of the Royal Commission on Labour-Management Relations in the Construction Industry (the Goldenberg Report) (L.G., July, p. 775).

Amendments Applicable to the Construction Industry

Implementing one of the recommendations of the Goldenberg Report, the amending Act authorized the establishment of a construction industry division of the Ontario Labour Relations Board, and such a division was established in June.

Another amendment, also based on the Goldenberg Report, gave the Board power to make special rules to expedite procedures in the construction industry, subject to the approval of the Lieutenant Governor in Council. Under such rules, the Board is required to examine records and make such other inquiries as seem necessary but is not obliged to hold a hearing in certification cases. The first rules were issued in August.

The amending Act adopted another suggestion of the Royal Commission and added new provisions (Sections 90-96) applicable only to the construction industry. For purposes of these special provisions, the construction industry is broadly defined as "the businesses that are engaged in constructing, altering, decorating, repairing or demolishing buildings, structures, roads, sewers, water or gas mains, pipe lines, tunnels, bridges, canals or other works at the site thereof."

Certification and Decertification

One of the new special provisions for the construction industry provides for area certification rather than project certification. The Board is now required to determine the appropriateness of a unit for collective bargaining by reference to a geographic area and must not confine the unit to a particular project.

The Goldenberg Commission said that the "build-up principle" that the Board had developed to determine the appropriate time for testing union membership in the manufacturing industries was not appropriate to the construction industry. In construction cases, the Report stated, the Board should not wait until a representative group of employees was at work but should issue an area certificate if a union established that it had the requisite number of members among the employees at the time the application was made. To provide for a situation where, as a result of a "build-up" following certification, the union no longer represented the majority of employees in the unit, the Board should be given discretionary power to entertain an application by construction industry employees for termination of bargaining rights at an earlier stage than that provided for in the general section of the Act.

Both of these recommendations have been taken into account in the amended Act. A new provision applicable only to the construction industry states that, when determining whether a trade union has met the percentage requirements for a representation vote, the Board need not have regard to any increase in the number of employees in the bargaining unit after the application was made.

Another provides that, if a trade union does not make a collective agreement with the employer within six months after certification, any of the employees in the unit may apply for a declaration of decertification. In other industries, a certification is protected for one year.

Another new provision applicable only to the construction industry provides that, in the case of an uncertified union that has negotiated a first agreement, an application for a declaration of termination of bargaining rights may now be filed after the 305th day and before the 365th day of its operation.

All applications for decertification will be processed in the same way as applications from other industries and if a certificate is cancelled a collective agreement is no longer binding on the employer.

Notices to Bargain

Some of the negotiation delays were reduced. The amended Act provides that, in the construction industry, negotiations must commence within five days after notice of a desire to bargain or within such further period as the parties agree upon. The notice period in other industries remains 15 days unless the parties agree to an extension.

Submissions to the Goldenberg Commission had pointed out that, because of the transient nature of employment, the small units and other conditions peculiar to the industry, the requirement of a bargaining committee often frustrated collective bargaining in the construction industry, a conclusion in which the Commissioner concurred. The amended Act has taken this objection into account. In the construction industry, if a notice to bargain has been given, negotiations are now to proceed even through there were no employees in the bargaining unit at the time the notice was given or during the period of bargaining and no employees in the bargaining unit served on the bargaining committee.

Another amendment states that an agreement between an employer and a certified bargaining agent is effective even if there were no employees in the bargaining unit at the time the agreement was entered into.

A notice of a desire to bargain for a revision or renewal of an existing agreement in the construction industry may now be given 90 days before termination of the agreement instead of two months before expiry date, the notice period in other industries.

Conciliation

The new conciliation provisions for the construction industry provide that the Board must grant a request for conciliation services if 10 or more days have elapsed from the giving of notice or if both parties ask for the services. The Board may also make conciliation services available if it is satisfied that no progress in bargaining is being made. Before granting conciliation services, however, it may postpone the granting of the request from time to time to a specified date and direct the parties to continue to bargain in the meantime.

The 14-day period within which the conciliation officer must report may now be extended only by agreement of the parties. In other industries, the time limit, as before, may be extended by agreement or by the Minister.

If the conciliation officer is unable to settle a dispute in the construction industry, a conciliation board will not be appointed unless requested by both parties. This amendment was suggested by Mr. Goldenberg who said that, if this change were made, serious bargaining would begin at an earlier stage.

If a conciliation board is appointed, it must report its findings and recommendations within 14 days after its first sitting, instead of 30 days, the time limit for other industries. This period may be extended for 90 days by agreement of the parties but may not be extended further without the consent of the Minister.

Amendments of General Application

Successor Rights

One of the most significant amendments of general application concerns successor rights. To come into force on proclamation, it provides that, if a business is sold, leased, transferred or otherwise disposed of, any person or trade union concerned may apply to the Board for a declaration that the new employer is bound by the existing collective agreement.

It further provides that, on application, the Board may declare that a union that is a party to the agreement or that has been certified is the bargaining agent for the employees in the appropriate bargaining unit of the new employer and is entitled to give notice of a desire to bargain as the Board may direct.

If the Board thinks that the new employer changes the character of the business "so that it is substantially different from the business of the predecessor employer," it may declare that the union is not the bargaining agent of his employees.

Referring to this amendment, the Minister said that both the Legislature's Select Committee on Labour Relations, which reported four years ago (L.G. 1959, p. 366), and the Goldenberg Commission had recommended that union bargaining rights and collective agreements should continue in force despite the sale, lease or tranfer of a business. He added: "This bill implements the spirit of previous recommendations on successor rights and, to protect the interests of employers, gives the board a measure of discretion under certain circumstances."

Employees' Rights

The section prohibiting an employer from interfering with employees' rights was amended to make it clear that it is an unfair practice for an employer or employers' organization to seek by threat of dismissal, or by any other kind of threat,

or by the imposition of a penalty, or by any other means to compel an employee "to become or refrain from becoming or to continue to be or to cease to be a member or officer or representative of a trade union or to cease to exercise any other rights under this Act." The meaning of the former wording had been challenged in the Royal York case (*Regina ex. rel. Onofrio Zambri v. the Canadian Pacific Railway Company*) (L.G., March, p. 347).

Chief Justice McRuer, who gave the decision in this case, commented that, while the language of the section as it was then worded left much to be desired, the meaning was clear, stating: "I think the Legislature meant to forbid an employer to seek by threats of dismissal to compel an employee to cease to exercise any rights under the Act." The amendment thus brings the clause into line with this recent judicial interpretation.

A new section seeks to protect individuals against loss of employment, discrimination or intimidation because of their participation in any proceeding under the Act, whether by testifying, making a disclosure, submitting an application or filing a complaint. It expressly prohibits employers, employers' organizations, trade unions, councils of trade unions or their agents from intimidating or discriminating against such employees.

Subsequent Application for Certification

Another new general provision was intended to help the Board deal fairly with all parties in cases where conflicting applications are made with respect to the bargaining rights of substantially the same group of employees. It provides that, if a second application for certification or for a declaration of termination of bargaining rights is received before the Board has reached a decision on a prior application, the Board may (1) treat the later application as made on the same date as the original; (2) postpone consideration of the second application until a final decision has been made on the original application, or (3) refuse to entertain the subsequent application.

Regranting of Conciliation Services

A new conciliation provision of general application empowers the Board to regrant conciliation services if the parties have failed to conclude an agreement within 15 months from the granting of the first request. Upon the joint request of the parties, the Board may now make conciliation services again available, in which case the prohibitions against strikes, lockouts and altering working conditions will apply once more. The amended Act stipulates, however, that the granting of such a request will not constitute a bar to an application for certification or a declaration of termination of bargaining rights.

Complaints

The complaint proceedings were clarified and strengthened.

One amendment makes it clear that the Board may authorize a field officer to investigate a complaint that a person has been dealt with contrary to the Act "as to his employment, opportunity for employment or conditions of employment." The procedure is the same—an inquiry by a field officer and later, if necessary, by the Board itself.

One difference is that, if the Board finds a complaint justified it may now order the hiring of the person concerned, as well as reinstatement in employment in discharge cases, or, alternatively, it may now order the offending party to pay compensation in lieu of hiring or reinstatement for loss of earnings and other employment benefits. As before, if such an order is not complied with within 14 days, it may be filed with the Registrar of the Supreme Court and becomes enforceable as a court order.

Where a complaint has been settled (by the field officer or otherwise), the terms of the settlement, if in writing and signed, are now binding upon the parties. A complaint that one of the parties has not complied with the terms of the settlement will now be deemed to be a complaint that a person has been dealt with contrary to the Act.

Jurisdictional Disputes Commission

The section empowering the Lieutenant Governor in Council to appoint jurisdictional disputes commissions was clarified by the addition of a new clause giving him express authority to determine "the industry or industries, or business or businesses in which each of such commissions shall exercise the powers conferred."

Powers of Labour Relations Board

The provision setting out the Board's jurisdiction was restated in more general terms. Instead of spelling out the Board's powers, the Act now provides that the Board has exclusive jurisdiction "to determine all questions of fact or law that arise in any matter before it."

Another new provision, which was intended to expedite proceedings, gave the Board authority to delegate its powers of inquiry to the chairman, the vice-chairman or a deputy vice-chairman, whose findings and conclusions on facts are final and conclusive for all purposes.

To facilitate service of documents, all trade unions and unincorporated employers' associations in Ontario that have members in the province are now required to file with the Board, before December 31, 1962, or within 15 days after enrolling their first member, whichever is later, the name and address of a representative authorized to accept service of process and notices under the Act for the union or organization.

Effective Dates

The special provisions for the construction industry and the sections dealing with the granting of conciliation services a second time and the investigation of complaints were brought into force on August 2. All other provisions took effect from April 18, the date of Royal Assent, except that dealing with successor rights, which has not yet been proclaimed in force.

OTHER ONTARIO ENACTMENTS

Ontario Hydro-Employees' Union Dispute Act

The Ontario Hydro-Employees' Union Dispute Act, 1961-62, was an emergency statute passed to prevent a threatened hydro strike.

When introducing the Bill, the Premier said the government was reluctant to interfere in the contract dispute between the Ontario Hydro-Electric Power Commission and the Ontario Hydro-Employees' Union, but could not permit a strike in such a vital public utility. He stated:

> Such a strike is almost unthinkable in the gravity of its possible consequences for the people of Ontario. The government has had to weigh these consequences against an extreme reluctance to step outside the normal provisions of the Labour Relations Act in bringing about a settlement of this matter. It is clear that a strike would cause tremendous hardship, chaos and confusion in the economic, domestic and industrial life of this province. For this reason and this reason alone, the government has concluded that it must recommend to the House the course of action which I shall now outline to you.

The Act provided for compulsory arbitration of the contract dispute between the Commission and the Union and expressly prohibited a strike or lockout. The Commission was forbidden to alter working conditions, except with the consent of the Union, while the Act was in force.

An arbitrator was empowered to inquire into and decide the matters in dispute. The Act further provided that the arbitrator's decision was to be binding on the parties and was to be incorporated in a collective agreement. If either the Commission or the Union failed to comply with any provision, the aggrieved party could file a copy of the decision with the Supreme Court, making it enforceable as a judgment of that Court.

Penalties were also provided for engaging in or encouraging a strike or lockout while the Act was in force.

Mr. H. Carl Goldenberg was appointed arbitrator and handed down his award the last week in July. As provided in the Act, the terms were incorporated in an agreement (L.G., Aug., p. 929), at which time the legislation, in accordance with its provisions, was repealed.

Approved Impartial Referees and Arbitrators Act

The Approved Impartial Referees and Arbitrators Act, which will go into force on a day after April 1, 1963 to be fixed by proclamation, was designed to create a pool of impartial referees and arbitrators to hear industrial disputes.

(The Report to the Attorney General for Ontario by the Assistant Deputy Attorney General of certain studies of the jurisdiction of county and district courts and related matters (the Silk Report) had criticized the extensive use of Ontario County and District Court judges for labour arbitration and conciliation work and recommended that a body of impartial arbitrators be established. The Report stated: "I suggest to you as a practical solution to this important matter, for the disposition of labour disputes must be regarded as a matter of major magnitude in to-day's society, the establishment of a body of impartial arbitrators. To ensure the stature and respect demanded of such a group I suggest statutory recognition with authority to control membership.")

The Act provides for the establishment of a Board of Supervisors of Approved Impartial Referees and Arbitrators composed of the Chief Justice of the High Court and two persons appointed by the Lieutenant-Governor in Council to review applications and determine whether any person would be competent to act as a referee or arbitrator.

The Board was empowered to restrict its approval to any specified subject matter and was also given the right to suspend or cancel approval, subject to an appeal to the Court of Appeal.

A person approved by the Board will be permitted to describe himself as an "Approved Impartial Referee and Arbitrator" and to use the designation "A.I.R.A." Any unauthorized person who uses the designation will be guilty of an offence and liable to a maximum fine of $100.

QUEBEC AMENDMENTS

Quebec Labour Relations Act

The amendments to the Quebec Labour Relations Act were designed to permit more speedy hearing of complaints of dismissal for union activities. With the written consent of the parties concerned, such complaints may now be heard by the chairman or a vice-chairman of the Labour Relations Board, provided he is a district judge.

Other amendments provided for the appointment of a third vice-chairman and gave the Lieutenant Governor in Council discretionary power to appoint supernumerary members, thus permitting the Board to sit in four panels if necessary.

Quebec Collective Agreement Act

Several amendments were made to the Quebec Collective Agreement Act, the legislation that permits certain terms of collective agreements to be extended by government decree to all persons in the industry throughout the province or in a defined area.

The Minister of Labour said that, prior to introduction, the Bill had been studied by the Superior Labour Council, which had unanimously approved the principle of the Bill.

The section setting out the provisions that may be extended by government decree was reworded to substitute "social security benefits" for "family allowances."

If a decree provides for social security benefits, the parity committee (the representative committee that administers the decree), is now authorized to collect the contributions, verify the conditions under which benefits are payable and also pay the benefits.

Penalties for certain offences were increased and the full amount of the fines, instead of half as formerly, was made payable to the parity committee.

PRINCE EDWARD ISLAND INDUSTRIAL RELATIONS ACT

The Prince Edward Island Industrial Relations Act, which replaced the Trade Union Act first enacted in 1945, provides a two-stage conciliation procedure similar to that in effect in most other jurisdictions in Canada and requires every collective agreement to include grievance machinery for the settlement of disputes. The new Act also permits preferential hiring agreements, subject to certain restrictions, and prohibits unions from using for political purposes funds obtained through a check-off.

During the debate on the Bill, the Minister of Labour stated that increased activity in the labour-management field had indicated the need for a review and revision of the legislation. Before the Bill was introduced, the Department of Labour made a survey of all existing labour legislation in Canada and certain American legislation. A draft bill was then prepared and submitted to the Boards of Trade of Summerside and Charlottetown, the Maritime Branch of the Canadian Manufacturers' Association and the Charlottetown and District Labour Council for study and recommendations. In the few cases where opinions differed, the Department selected the wording that it believed in each case would be the fairest to all concerned.

The Minister further stated:

The proposed Act is based on that of Nova Scotia but adapted to fit our own peculiar problems by incorporating features of the Acts of New Brunswick, Ontario and British Columbia, and others, including the American Taft-Hartley law. The result is an Act which has been especially prepared to meet Island conditions and designed, so far as possible, to prevent abuses on the part of either party which have from time to time prevailed elsewhere.

It is a completely modern and workable Act, which has the general endorsement and approval of both the Board of Trade and the Labour Council.

Coverage

The new Act has a slightly broader coverage than the former legislation, applying to all persons, firms, or corporations employing three or more employees except those carrying on business of a seasonal nature that does not require general employment for more than six continuous months in any calendar year. The previous Act covered employers with more than six employees.

Her Majesty and Crown Agents are excluded from the new Act but the Lieutenant Governor in Council may extend coverage to any Crown agency or to any designated group of Crown employees by regulation. Municipalities are also excluded but there is provision for a municipal council to bring its employees within the scope of the Act by resolution.

All employees in establishments with three or more workers are subject to the new Act except those classes of employees usually excluded from labour relations legislation. These are: domestic servants, agricultural workers, doctors, dentists, architects, engineers, lawyers, registered nurses, teachers, managers or superintendents or other

employees exercising managerial functions, persons employed in a confidential capacity in matters relating to labour relations, part-time employees who work less than 24 hours a week and students employed during summer vacations.

Rights of Employees and Employers

As formerly, employees are assured of their right to organize. The Act provides that "Every employee has the right to be a member of a trade union and to participate in the lawful activities thereof." Employers are given a similar right to join employers' associations.

Employees' rights are further protected by a provision stating that "No person shall cease to be an employee within the meaning of this Act by reason only of his ceasing to work as the result of a lockout or a strike which is not contrary to this Act or by reason only of dismissal contrary to this Act."

Unfair Labour Practices

Certain activities of employers and unions are proscribed. Employers, employers' organizations or their agents are forbidden to participate in or interfere with the formation or administration of a union or to contribute financial or other support to it. Consultation between employers and union representatives and the transaction of union business during working hours, without loss of pay, are permitted, however.

Employers are forbidden to discriminate against workers in regard to hiring, tenure of employment or any term or condition of employment because of their union membership nor may they impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under the Act.

No employer or person acting on his behalf may attempt, by intimidation, by threat of dismissal, or by any other kind of threat or by the imposition of a pecuniary or other penalty, or by any other means, to compel employees to refrain from joining a union or to renounce their membership. These prohibitions, however, are not to be interpreted as limitations on the employer's right to suspend, transfer, lay-off, change the status of or discharge an employee for "proper and sufficient cause."

Four types of activity, if engaged in by unions, are defined as unfair labour practices.

First, a union may not interfere with the formation or administration of an employers' association, or by intimidation or by any other kind of threat or action, seek to compel an employer to refrain from becoming or cease to be a member or officer or representative of an employers' association.

Second, a union may not solicit membership on company property, except with the consent of the employer.

Third, the Act prohibits a trade union, agent of a trade union or an employee from supporting, encouraging or engaging in any activity that is intended to restrict or limit production or services. Fourth, no trade union, union member, or union official may, by intimidation or discrimination or threats of such action, try to induce employees to join or to maintain their membership in a particular union.

Union Security

The new Act differs from the former Act, which prohibited closed shop agreemens, in that it permits preferential hiring agreements, subject to certain conditions. The Act expressly states that there is nothing to prevent the signing of a collective agreement that grants employment preference to members of a specified trade union or requires the payment of dues or contributions to that union.

Under such an agreement, however, an employee may not be discharged or discriminated against for non-membership, if the employer has reasonable grounds for believing that membership was not available to the employee on the same terms and conditions as other members or that membership was denied or terminated for reasons other than failure to pay dues or initiation fees uniformly required as a condition of membership. This clause was borrowed from the United States Taft-Hartley Act.

(Somewhat similar conditions are imposed in Newfoundland. The Newfoundland Labour Relations Act permits a union and an employer to make an agreement requiring union membership as a condition of employment, but the employer may employ a person who is otherwise qualified for employment if that person's application for membership in the union has been refused.)

The Prince Edward Island Act also makes it illegal to include in a collective agreement a provision requiring an employer to discharge an employee because he is a member of, or is engaging in activities on behalf of an organization other than the contracting union.

Check-off

The check-off of union dues is again permitted, subject to certain restrictions. The Act states that there is nothing to prevent inclusion of a check-off provision in a collective agreement.

If a check-off provision is not included in a collective agreement, the deduction of union dues from regular wage payments may be made only under the following conditions: (1) a majority of the employees in a unit have voted for the deductions in a government-supervised vote taken on the application of duly authorized trade union officers; (2) the individual employee must make a written assignment indicating the person to whom deductions are to be paid; (3) assignments may not be revoked for six months.

A new feature is that, whether a check-off has been authorized by a collective agreement or by a vote, deductions for political purposes are now prohibited. The Act expressly states that an employer is not required to deduct any amount that an employee or trade union has assigned to the support of, or to be paid to any political party. Every written authorization filed by an employee must certify that no part of the amount to be deducted is to be used to support any political party. Since 1961 the British Columbia Labour Relations Act also has prohibited the use of union dues or fees for political purposes.

Certification and Decertification

The new Industrial Relations Act provides that any trade union claiming to have as members in good standing a majority of employees in a unit that is appropriate for collective bargaining may apply for certification. Trade union is now defined as any organization of employees formed for the purpose of regulating relations between employees and employers that has a written constitution, rules or by-laws setting forth its objects and purposes and defining the conditions of membership.

The Act lays down the same criteria as the Nova Scotia Trade Union Act for determining the appropriateness of a unit, stipulating that the Labour Relations Board must "have regard to the community of interest among the employees in a proposed unit in such matters as work location, hours of work, working conditions and methods of remuneration."

It is now mandatory for the Board to take a representation vote in all cases. Only employees who have been employed for a period of 60 consecutive working days immediately preceding the vote are eligible to vote. If at least 60 per cent of the voters select the applicant union as their bargaining agent, the Minister, on receiving the report of the Board, may certify the union.

A trade union of which the administration, management or policy is, in the Board's opinion, contrary to the public interest, or which is dominated or influenced by the employer so that its fitness to represent employees is impaired, may not be certified. The Act further provides that no agreement entered into between such a trade union and such an employer will be deemed to be a valid collective agreement.

Once an application for certification has been filed, an employer is forbidden to alter wage rates or other terms of employment, except with the consent of a majority of employees in the unit, and employees are forbidden to strike until the Board's decision has been announced. These prohibitions apply also in the period between certification and the giving of a notice to bargain.

As before, a certificate is protected for a minimum period of 10 months. After this time has expired, the Board may, if it thinks the union no longer represents a majority of employees in the unit, revoke the certification upon receipt of an application for revocation or an application from a rival union. Under these circumstances, the employer is released from his statutory obligation to bargain with the decertified union even though a notice to bargain had previously been given. There is nothing, however, to prevent a decertified union from again applying for certification.

Notice to Negotiate

The Act fixes new notice periods for the commencement of negotiations. A newly certified union may give notice at any time and bargaining must now begin within 20 days (previously 15) after delivery of notice, unless the parties agree to an extension.

In the last two months of a collective agreement, either party may require the other to begin bargaining for a new agreement. Negotiations must begin 15 days after notice, unless the period is extended by mutual agreement. Unilateral changes in wages and working conditions are forbidden until an agreement has been concluded or conciliation procedures have been completed.

Grievance Procedure

Unlike the earlier Prince Edward Island legislation, the new Act provides that every agreement must include a grievance procedure providing for final settlement, without stoppage of work, of differences concerning its meaning or violation. If the agreement does not contain such a provision, the Board must prescribe one, upon the application of either party.

Conciliation

The former legislation provided for the intervention of a conciliation officer in a dispute but contained no provision for a conciliation board. Strikes, lockouts and the taking of a strike vote were forbidden until all differences between the parties had been submitted to arbitration under the Arbitration Act.

Conciliation procedures have now been brought into line with those in effect in most jurisdictions in Canada. If a deadlock in negotiations occurs, either party may request the appointment of, or the Minister on his own initiative may appoint, a conciliation officer. The conciliation officer must report to the Minister within 14 days, unless the Minister extends the time limit, on the areas of agreement and disagreement and the advisability of appointing a conciliation board.

If the Minister thinks further conciliation is advisable, he may appoint a conciliation board.

As in other jurisdictions, the conciliation board is given wide powers and discretion in procedure. It has the powers of a court of record in civil cases, including the power to compel the attendance of witnesses, to administer oaths, receive sworn evidence, enter and inspect workplaces, and interrogate interested persons.

The conciliation board must report to the Minister within 14 days of appointment. The Minister must forward a copy to the parties and may publish the report at his discretion. The parties may agree in writing to accept the report of the conciliation board as final and binding on them.

Strikes and Lockouts

As has been indicated, strikes and lockouts during the term of an agreement are forbidden.

The Act further provides that a trade union that is not entitled to bargain collectively on behalf of a unit of employees must not declare or authorize a strike of employees in that unit. It also stipulates that no employer who is bound by a collective agreement (whatever the effective date) may declare a lockout with respect to the employees covered by the agreement.

If conciliation has been requested, a strike vote, strike and lockout are prohibited until conciliation procedures have been completed.

A strike is forbidden until a government-supervised vote by secret ballot of the employees in the unit has been taken and a majority of the employees who are eligible to vote have voted in favour of the strike. Only employees who have worked for the employer for three calendar months immediately preceding the vote are eligible to vote. Strike action may not commence until seven days after the Minister has mailed a certificate giving the results of the vote to the parties affected.

Disputes in Public Utilities

Special provisions are again laid down for the settlement of disputes in public utilities (electric power and telephone companies). Initially, procedures are the same as in other industries. The results of a strike vote, however, must be mailed to the Public Utilities Commission, which is required to hold a public hearing within 15 days.

After the hearing, the Commission may confirm, modify, reverse or extend the recommendations made by the conciliation board. It may also determine what expenses occasioned by the award are chargeable to operating account.

A strike or lockout is forbidden until 15 clear days have elapsed after the Commission's decision.

Police, Firemen and Hospital Workers

As before, police and firemen are forbidden to strike or engage in a work stoppage and this prohibition now applies also to persons engaged in essential hospital work (the term is not defined).

The Act does not state that the report of a conciliation board is to be binding on the parties or that the dispute is to be submitted to arbitration.

Filing of Returns and Documents

Every union is again required to file with the Minister of Labour a certified copy of its governing documents and an annual, verified statement of receipts and expenditures and such other particulars as may be prescribed.

Every union member is entitled to a free copy of these statements upon application to the secretary or treasurer of the union. As formerly, any union officer who contravenes this section is liable to a penalty of up to $100.

Each of the parties to a collective agreement must file a copy with the Minister. The Board is also given discretionary power to require any trade union or employers' organization that is a party to an application for certification or to an existing collective agreement to file a statutory declaration, signed by the president or secretary, giving the names and addresses of the officers and a copy of its governing documents.

Labour Relations Board

Unlike the former legislation, which stipulated that, if the Labour Relations Board consisted of three members, one was to be a representative of labour and one of employees, the new Act does not specify that the Board is to be a representative one.

Except that either party may now appeal a decision or order to the Supreme Court, the jurisdiction of the Board is unchanged. It has the powers of a Commissioner under the Public Inquiries Act and, subject to the approval of the Lieutenant Governor in Council, is empowered to make rules governing its procedure, including regulations prescribing the evidence required as proof of membership in good standing of a trade union.

The decisions of the Board are final and conclusive (subject to its own reconsideration) on questions arising during proceedings. As in Nova Scotia, the Board is again authorized to state a case in writing for the opinion of the Supreme Court *in banco* upon a question of law.

Enforcement

The legislation again provides that a union may sue and be sued by its name as filed with the Minister and, if not so filed, by the name by which it is commonly known.

Any act done or commenced prior to any finding or decision of the Board may be restrained by injunction in the Supreme Court at the suit of the aggrieved party.

Any person, firm, corporation, trade union or person acting on behalf of a trade union who violates or attempts to violate a provision of the Act or regulations or any lawful order of the Board is guilty of an offence and, as before, is liable to a fine of $200 if an individual and of $500 if a corporation or trade union.

The Act again provides that any person who contravenes any provision of the Act or regulations or fails to comply with any judgment, order, finding or decision is guilty of an offence, whether otherwise declared so or not.

An employer who declares a lockout contrary to the Act is now liable to a maximum penalty of $150 for each day the lockout exists. Every person acting on behalf of an employer who causes a lockout contrary to the Act is liable to a penalty of up to $100 for each day the lockout continues.

The penalties for an illegal strike are the same as for an illegal lockout. A trade union convicted of declaring or authorizing an illegal strike is liable to a fine of up to $150 per day and a union officer or representative a fine of up to $100 per day.

In default of payment of a fine or penalty, the magistrate must order the offender imprisoned for a period of up to three months.

Industrial Inquiries

On his own initiative or upon application, the Minister may make inquiries into industrial matters and may do such things as seem necessary to secure industrial peace and to promote conditions favourable to settlement of disputes.

BRITISH COLUMBIA HYDRO AND POWER AUTHORITY ACT

In British Columbia, the new Hydro and Power Authority Act, which provided for the amalgamation of the British Columbia Electric Company and the British Columbia Power Commission, made the Labour Relations Act applicable to the new Hydro and Power Authority but prohibited strikes and lockouts.

A trade union that, on July 31, 1961, was certified for a unit of employees of the British Columbia Electric Company will retain its certification.

In case of a dispute between the Authority and any of its employees or a trade union, the report of the conciliation board will be binding upon the parties. Strikes and lockouts are forbidden.

According to press reports, the Minister of Labour said that the ban on strikes and lockouts was necessary to protect the public interest. "The employees of this utility are essential to the proper functioning of the Crown agency in supplying an uninterrupted electric service to communities—a service which is so necessary to the public health, safety and welfare," he stated.

Several other provinces have enacted special provisions to deal with collective bargaining and dispute settlement in public utilities. As noted above, the new Prince Edward Island Industrial Relations Act contains special provisions for the settlement of disputes in electric power and telephone companies.

In Quebec, disputes in certain public utilities (including electric power companies) must be referred to arbitration either under the terms of their collective agreements or as provided in the Trade Disputes Act (an *ad hoc* board).

The Manitoba Labour Relations Act contains special mediation procedures for the Manitoba Power Commission and certain other Crown companies. Under these procedures, if a conciliation officer is unable to effect a settlement, the matter may be

referred to a three-member mediation board. Either party may appeal the award to the Lieutenant-Governor in Council, who may confirm or vary the award and declare that uninterrupted operation of the corporation is essential to the health and well-being of the people of the province. If such a declaration is made, strikes and lockouts are forbidden.

In Alberta, if the Lieutenant-Governor in Council has declared that a state of emergency exists as a result of a dispute in certain public utility services, including power distribution, a strike or lockout is prohibited and the Minister of Labour is authorized to prescribe special procedures to settle the dispute.

Productivity Council Releases Report of Tripartite Mission to Europe

Report recommends calling together of representatives of government, labour and management to study European model of economic co-operation between the three groups, identifies "serious gaps" in tripartite consultation in Canada

A conference of responsible representatives of government, management and labour to study the European model of economic co-operation between the three groups was recommended in the report of the tripartite study mission sent to Europe this summer by the National Productivity Council (L.G., Aug., p. 909). The report was released last month by H. George DeYoung, Council Chairman.

The members of the mission believe their report "identifies certain serious gaps in government-labour-management consultation and co-operation on economic and social problems in Canada."

The delegates to the proposed conference, the mission recommended, should study the application of the European experience to Canada, in view of the "urgent need" to foster high levels of employment and to assist in achieving a greater rate of economic growth in this country.

"In most of the countries visited," the mission reported, "there is systematic and frequent tripartite consultation between the three major interests in the economy: labour, management, and government." The mission had been impressed with "the notable spirit and desire of labour, management and government to achieve [a country's] social and economic objectives without submerging their own real interests."

The 13-man mission was made up of senior representatives from labour, management, education and government. It spent two weeks, from July 20 to August 4, visiting Sweden, The Netherlands, West Germany, France, Belgium and the United Kingdom. Leader of the mission was James A. Roberts, Deputy Minister of Trade and Commerce. George V. Haythorne, Deputy Minister of Labour, was a member.

The Mission's Report

The report began by stating that public opinion in Canada expects the Government to take, systematically, such actions as will support the economy. But public opinion is divided on the scope of such government activity; the least it requires is that timely measures be taken to support effectively natural tendencies to growth, and to check recessions.

Public opinion in Europe "demands a genuine broad policy of economic and social development." The implementation of this policy has led to the taking of certain steps in all but one of the countries visited by the mission. The steps:

—An effort to forecast the future trends of production, prices, employment, investment, and balance of trade.

—A formal appraisal of the acceptability of this forecast by labour, management and government, working jointly in a co-operative spirit, frequently as members of a single council.

—Out of the comparison of the forecast with broad objectives jointly agreed upon by labour, management and government comes deliberate voluntary action to shape economic and social growth toward these objectives.

The plan of action depends for its success on the voluntary support of labour and management and on their enthusiastic participation in the planning process.

Two months after the National Productivity Council sent a tripartite study mission to Europe, it invited a trio from Sweden to describe to Canadian management, labour and government representatives the system their country uses to achieve labour peace and to ensure the competitiveness of its industry.

The three men were Arne Geijer, President of the Confederation of Swedish Trade Unions; Bertil Kugelberg, President of the Swedish Employers' Federation; and Ernst Michanek, Undersecretary of the Swedish Ministry of Social Affairs, Labour and Housing.

They came to Ottawa on October 9 after a similar visit to Washington.

Economic activity is at a high level, and there is full employment, in all of the countries visited.

"There is little doubt that labour-management-government co-operation has contributed greatly to this general prosperity. It would be misleading, however, to attribute the prosperity of Europe solely to this co-operation. Many factors, some of which have little relationship to labour-management-government co-operation, have played a major role in bringing about this prosperous state of affairs", the report said.

Consultation

The mission said it was impressed with the spirit of the relationship existing between labour, management and government; the way in which they work together in the national interest; and the mechanism of consultation and co-operation that has been established and used to achieve economic successes.

"The spirit of co-operation has spread to the industry and plant levels in most countries, and the machinery for consultation and co-operation is working in industries and plants through joint councils and committees at that level as well."

Planning

All the countries visited accept the necessity of some form of planning.

"Most countries carry out indicative programming as one of the key measures to assist in achieving economic growth. This usually consists of a careful examination of the economy and of the larger industrial sectors that make up the economy to determine:

—The existing growth rate.

—The general economic implications of a faster growth rate for several years in the future on such matters as exports, balance of payments, savings, investment and manpower.

—The impact of a faster rate of growth on the larger industrial sectors.

—The obstacles to growth and the policies required to remove or reduce these obstacles and bring about a climate favourable to growth."

Representatives of employers, organized labour and government play an important role in indicative planning, and often participate prominently in the task of preparing the programs.

It is noted that in practically all European countries rationalization of productive resources is encouraged as a means of improving the competitive position. Companies may merge or form agreements with each other, subject to safeguards against restricting trade or fixing prices.

In most countries there is full acceptance of the principle of union recognition and central labour bodies are accepted as the official spokesmen of labour. A very high proportion of the labour force has membership in strong and independent unions. Employers generally welcome these strong, independent unions and recognize their important role in the social and economic life of the country.

Similarly, employer organizations have been highly developed and play an important role in negotiations with organized labour, and in various activities concerning industrial well-being and economic expansion and co-ordination. They are recognized by governments as important instruments for indicative programming and for implementing industrial, social and economic policies.

Productivity improvement activities, in most of the countries visited, are undertaken as one part of broader economic and social programs. Increased productivity has been a major factor in European economic growth, the mission pointed out.

Changes in productivity are accepted by both labour and management as one of the principal guideposts for wage determination, but in most countries it was felt that productivity should not be the sole criterion.

A detailed description of the programs for socio-economic development of each country visited is included in the report.

The National Productivity Council will distribute the report to labour, management and government groups, educational institutions and to the general public later this year.

Productivity Council Issues First Annual Report

There is no easy or simple formula by which the problems of productivity can be resolved once and forever; greater productivity can be achieved only with the active co-operation and assistance of all groups in Canada, the National Productivity Council pointed out in its first annual report, made public last month. The 28-page report covers the fiscal year 1961-62.

New economic groupings of nations, independence and nationhood of other countries, new scientific discoveries, and the application of technological advances to industry have introduced new competitive factors into the struggle Canada must wage for its share of world markets, the report said.

"Under this challenge of intense world competition, the various sectors of Canadian industry can only provide expanding employment opportunities and a rising standard of living by steadily improving their competitive position both at home and abroad. The level of productivity is a very important determinant of competitiveness. Productivity improvement is, therefore, vital for the future growth of the Canadian economy.

"Economic expansion through greater productivity is achieved when the most efficient use is made of all economic factors, including capital, labour and materials. This task requires a continuing national effort and needs the co-ordinated support of management, labour, government and the general public."

The Council's terms of reference permit consideration of broader economic and social aspects of productivity improvement, the report stated, indicating that the Council may expand this approach in the future. The Council has directed its work in the initial stages of program development to certain specific technical aspects.

These include the development of new activities such as work study to assist in the improvement of production and distribution methods, the extension and application of industrial research to industry, the development of better human and labour-management relations, the wider application of progressive management practices, and the strengthening of the skills of the work force through training and retraining.

The report said that to obtain active participation of all segments of the Canadian economy in productivity improvement, the Council as a first task had planned the establishment of a national network of broadly based councils through which existing and new efforts in the productivity field could be co-ordinated and integrated.

During the past year, independent provincial councils or committees, having productivity promotion within their terms of reference, have been established in eight provinces.

Recognizing that the strengthening of Canadian research activities can result in greater productivity, the report said that the Council, through its subcommittee on scientific and industrial research, has been investigating ways of promoting more applied research within Canadian industry.

Stressing the importance of improved labour-management relations, the report continued: "The Council considers that one of the most important avenues toward greater productivity is through greater consultation and understanding between management and labour." It is promoting efforts to achieve greater labour-management co-operation through conferences, seminars, discussion groups and similar projects in which both management and labour can participate.

In this regard, the Council formulated plans to sponsor a series of labour-management seminars to discuss labour-management co-operation; the first seminar was held last March in Kingston, and a similar seminar in Halifax in September.

The Council is also working closely with the Labour-Management Co-operation Service of the Department of Labour to promote the development of joint labour-management in-plant committees.

"The study of methods and procedure in production, distribution and in the service industries is recognized in all countries as one way of achieving greater productivity. A number of industries in Canada have work study programs in operation. The Council hopes that it will be able to develop within Canadian industry a wide appreciation and application of this method of productivity improvement."

With the co-operation of industry and other groups, the productivity body has held a number of work study sessions in several Canadian centres, and has conducted a promotional trans-Canada tour. A series of lectures was also given as part of the Council's French Canadian program.

The report was submitted to Hon. George Hees, Minister of Trade and Commerce, and Hon. Michael Starr, Minister of Labour, as required by the National Productivity Council Act.

Ontario Adopts Human Rights Code

Ontario consolidates its four main anti-discrimination laws into Human Rights Code, makes Human Rights Commission responsible for enforcement, administration

The only provincial anti-discrimination measure adopted at the 1962 sessions of the legislatures was the Ontario Human Rights Code. The Code, which went into force on June 15, 1962, consolidated the province's four principal anti-discrimination laws—the Fair Employment Practices Act, the Female Employees' Fair Remuneration Act, the Fair Accommodation Practices Act and the Ontario Human Rights Commission Act.

No new principles were introduced, but the anti-discrimination provisions were clarified and strengthened, and the Human Rights Commission was made responsible for the administration and enforcement of the Code as well as for promoting observance of the human rights program.

When introducing the Bill, the Minister of Labour said:

> The bill incorporates into the Ontario Code of Human Rights various Acts which the Legislature has approved in the past to emphasize our public policy in this province that every person is free and equal in dignity and rights without regard to race, creed, colour, nationality, ancestry or place of origin.
>
> We do not believe that it is right for anybody to be refused employment, housing accommodation or public services and facilities merely because of his particular race, colour or creed. Nor do we believe that women who are doing the same work as men in the same establishment should be paid less because they are women.

As before, discrimination in public places is prohibited. No person, directly or indirectly, alone or with another, by himself, or by the interposition of another, may deny accommodation, facilities or services customarily available to the public to any person because of his race, creed, colour, nationality, ancestry or place of origin, nor may he refuse to rent anyone an apartment in a building containing more than six self-contained dwelling units on any of these grounds.

A provision not in the earlier fair accommodation practices legislation also prohibits discrimination with respect to the accommodation, services or facilities available in public places, or with respect to any term or condition of occupancy of any apartment.

The publishing or displaying of discriminatory notices or signs, or of other representation indicating discrimination, is again prohibited. However, this section is not to be interpreted as interference with the free expression of opinion upon any subject.

Employers are again forbidden to discriminate against anyone in regard to employment or any term or condition of employment, nor may they publish advertisements, circulate application forms, or make written or oral inquiries in connection with employment that directly or indirectly express discrimination. A new provision also prohibits an employer from requiring an applicant to furnish any information concerning race, creed, colour, nationality, ancestry or place of origin.

In line with former policies, domestic servants, non-profit organizations and employers with fewer than five employees are again exempted from the fair employment practices provisions of the Code.

Discriminatory action by trade unions is also prohibited. As before, no trade union may exclude anyone from membership or expel or suspend a member, or discriminate against any person or member, because of race, creed, colour, nationality, ancestry or place of origin.

As formerly, discrimination in rates of pay solely on the basis of sex is prohibited, the Code providing that women must be paid at the same rate as men for "the same work done in the same establishment." However, a difference in rates of pay based on any factor other than sex does not constitute a failure to comply with the Code.

A new feature of the Code is that the Human Rights Commission is now responsible for the administration and enforcement of the Code as well as for planning and carrying out educational activities. Previously the Fair Employment Practices Act and the Female Employees' Fair Remuneration Act were administered by the fair employment practices branch of the Department, and the Fair Accommodation Practices Act by other officers of the Department. The function of the Human Rights Commission was to plan and conduct educational programs designed to eliminate discriminatory practices.

Referring to the change in administration, the Minister said:

> Legal sanctions, as contained in the F.E.P. and F.A.P. Acts, or alternatively, the educational program which has been the main responsibility of the commission, are each only one side of what must be a co-ordinated, two-front assault on the problem of discrimination. Optimum results in this field, as experience indicates, can only be obtained through a marriage of law enforcement and education.

A person who considers himself aggrieved must now make his complaint to the Commission, which may investigate the matter itself or designate some person to make an inquiry and try to effect a settlement.

(*Continued on page 1231*)

Employment and Unemployment, October*

Employment showed a seasonal decline of 59,000 from September, and totalled 6,326,000 in October, 106,000 higher than in October 1961. A sharp drop in farm employment was partly offset by a better-than-seasonal increase in non-farm employment.

Employment was higher than a year earlier in all regions except in the Atlantic provinces, where there was little change.

Unemployment rose by 23,000 to 283,000, a normal seasonal increase for this time of year, and was 35,000 lower than in October 1961.

Unemployment in October represented 4.3 per cent of the labour force, compared with 4.9 and 5.7 per cent in October 1961 and October 1960, respectively.

Unemployment rates were lower than last year in the Quebec, Ontario and Prairie regions; elsewhere, there was no change over the year.

The estimated labour force in October was 71,000 higher than a year earlier.

Employment

Between September and October, employment gains in non-farm industries amounted to about one third of the drop in farm employment. Total non-farm employment increased by an estimated 30,000, slightly more than usual for this period. The increase in non-agricultural employment was distributed evenly between men and women.

The September-October employment decline was concentrated in the Prairie region, where there was a sharp reduction in farm requirements following the completion of grain harvesting. Farm employment declined also in Quebec and Ontario, but there were offsetting increases in the non-farm sector.

In October, non-farm employment was estimated to be 161,000 higher than a year earlier. Farm employment was 55,000 lower than the year before.

The number of women employed* showed a substantial growth over the year, increasing by 3 per cent, largely as a result of continued expansion in the service industry. The number of employed men was 1 per cent higher than a year earlier.

The service-producing industries have continued to expand, accounting for about four fifths of the over-the-year increase in non-farm employment. The largest gain was in community service. In goods-producing industries, employment was slightly higher than last year, owing mainly to strength in manufacturing.

Unemployment

Unemployment rose from 260,000 to 283,000 between September and October, a normal increase for this time of year. The increase was largely among men between the ages of 25 and 54 years.

Of the unemployed in October, 267,000 were "without work and seeking work" and 16,000 were on temporary layoff.†

Some 228,000 of the unemployed were men, about 34,000 fewer than a year earlier. The number of unemployed women was estimated to be 55,000, virtually unchanged from last year.

Of the total unemployed, 203,000, or about 70 per cent, had been unemployed for three months or less. An estimated 32,000 had been seeking work for four to six months, and 48,000 for more than six months.

*See Table A-1, page 1309.

*See Table A-2, page 1310.

†See Table A-3, page 1310.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	October 1962	October 1961	October 1962	October 1961	October 1962	October 1961	October 1962	October 1961
Metropolitan	.....	.....	6	6	6	3	.....	.....
Major Industrial	1	1	18	20	7	3	.....	.....
Major Agricultural	.....	.....	2	3	12	11	.....	.....
Minor	1	.....	21	25	36	28	.....	.....
Total	2	1	47	54	61	45	.....	.....

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CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1962

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		CALGARY ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminster Windsor (Leamington) WINNIPEG ←	Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean	BRANTFORD ← Corner Brook Cornwall Farnham-Granby Joliette Moncton New Glasgow NIAGARA PENINSULA ← Oshawa Peterborough Rouyn-Val d'Or Saint John SARNIA ← Shawinigan Sherbrooke Sydney Trois-Rivières VICTORIA ←	Fort William-Port Arthur Guelph Kingston Kitchener London Sudbury Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		RIVIERE DU LOUP ← Thetford-Megantic-St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)	PRINCE GEORGE-QUESNEL ←	BATHURST ← Bridgewater Campbellton CHILLIWACK ← DAWSON CREEK ← DRUMMONDVILLE ← Fredericton Gaspe GRAND FALLS ← LACHUTE-STE. THERESE ← Lindsay Newcastle PEMBROKE ← PRINCE RUPERT ← QUEBEC NORTH SHORE ← RIMOUSKI ← SAULT STE. MARIE ← Ste. Agathe-St. Jérôme St. Jean Valleyfield VICTORIAVILLE ←	Beauharnois Belleville-Trenton Bracebridge Brampton Central Vancouver Island Cranbrook Dauphin Drumheller Edmundston →GALT Goderich Kamloops Kentville Kitimat Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Portage la Prairie St. Hyacinthe St. Stephen St. Thomas Simcoe Sorel Summerside Stratford SWIFT CURRENT ← Trail-Nelson Truro Walkerton WEYBURN ← Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) (000)	October	6,609	− 0.6	+ 1.1
Employed (000)	October	6,326	− 0.9	+ 1.7
Agriculture (000)	October	649	− 12.1	− 7.8
Non-agriculture (000)	October	5,677	+ 0.5	+ 2.9
Paid workers (000)	October	5,203	+ 0.1	+ 2.3
At work 35 hours or more (000)	October	5,520	− 0.8	+ 48.5
At work less than 35 hours (000)	October	651	+ 1.1	− 71.5
Employed but not at work (000)	October	155	− 12.4	− 28.6
Unemployed (000)	October	283	+ 8.8	− 11.0
Atlantic (000)	October	42	+ 10.5	0.0
Quebec (000)	October	109	+ 12.4	− 4.4
Ontario (000)	October	68	− 8.1	− 26.1
Prairie (000)	October	29	+ 45.0	− 19.5
Pacific (000)	October	35	+ 12.9	+ 2.9
Without work and seeking work (000)	October	267	+ 8.1	− 12.5
On temporary layoff up to 30 days (000)	October	16	+ 23.1	+ 23.1
Industrial employment (1949=100) (000)	August	126.8	+ 0.8	+ 2.3
Manufacturing employment (1949=100) (000)	August	117.1	+ 1.4	+ 3.5
Immigration	1st 9 mos. 1962	56,568	—	+ 0.7
Destined to the labour force	1st 9 mos. 1962	28,506	—	+ 2.3
Strikes and Lockouts				
Strikes and lockouts	October	42	− 12.5	− 27.6
No. of workers involved	October	9,957	− 5.0	− 75.8
Duration in man days	October	108,040	− 7.2	− 74.8
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	August	$80.85	− 0.1	+ 3.3
Average hourly earnings (mfg.)	August	$ 1.86	− 0.5	+ 2.2
Average hours worked per week (mfg.)	August	41.0	—	+ 0.2
Average weekly wages (mfg.)	August	$76.24	− 0.6	+ 2.7
Consumer price index (1949=100)	October	131.5	+ 0.4	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100)	August	139.4	− 0.4	+ 1.2
Total labour income $000,000.	August	1,725	+ 0.8	+ 5.8
Industrial Production				
Total (average 1949=100)	September	194.1	+ 5.9	+ 7.1
Manufacturing	September	173.6	+ 7.0	+ 7.4
Durables	September	171.8	+ 10.1	+ 11.8
Non-durables	September	175.0	+ 4.5	+ 3.8

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

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94th Trades Union Congress

The 94th annual Trades Union Congress voted to:

1. Institute an inquiry into trade union structure and methods.

2. Denounce the Government's wages and economic policies and to call on the TUC General Council to prepare a positive statement on its objectives in economic planning.

3. Adopt a wait-and-see attitude on the question of Britain's entry into the European Common Market.

4. Reject a resolution calling for unilateral nuclear disarmament but to approve a resolution asking the Government to withdraw its permission for the establishment of bases for American nuclear submarines.

The Congress also condemned Government transport policy, called for the setting up of a Royal Commission on nursing, and passed various resolutions calling for improvements in fringe benefits and safety, health and welfare provisions.

The Congress was attended by 987 delegates representing 182 unions with more than eight million members.

Dame Anne Godwin presided.

Inquiry into Union Structure

With no delegates speaking against it and with only one small union casting a vote in opposition, the delegates approved a resolution instructing the TUC General Council to conduct an examination of the structure of both the TUC and the whole trade union movement with a view to a reorganization to adapt trade unionism to modern industrial conditions. The Council was told to bring in a report on its inquiry to the 1963 Congress.

The inquiry will cover, in addition to trade union structure, the functions of the union movement and the conditions under which it operates.

The mover of the resolution, Ron Smith, General Secretary of the Union of Post Office Workers, said no one could be satisfied with the movement when its membership included only half of the men and a quarter of the women who were eligible to join.

Sidney Hill, General Secretary of the National Union of Public Employees, who seconded the motion, said competition between unions for members gave some workers the excuse and the opportunity to remain outside union ranks. A reduction in the number of competing unions was essential for the future of trade unionism, he said.

TUC Membership

Membership of the 182 unions that make up the Trades Union Congress totalled 8,312,875 in 1962, a gain of 13,482 from last year's figure. Women members increased by 48,620 but men members decreased by 35,138.

There are now 1,452,046 women members, 6,860,829 men members.

Non-manual unions increased their membership during 1962 but membership of unions in the railway, mining, steel, textile, and clothing industries declined.

National Economic Policy

By an overwhelming majority, the TUC adopted a long composite resolution that:

—denounced the Government's wages and economics policies,

—called on the TUC General Council to work out a positive statement on its objectives in economic planning and to report to the next Congress what changes in trade union policy and methods these would indicate.

But, also by an overwhelming majority, the delegates defeated another composite resolution that would have urged the General Council to withdraw its representatives on the National Economic Development Council. Instead, they carried a resolution that "acknowledged" the Council's decision to join the N.E.D.C.

European Common Market

A composite resolution calling for firm opposition to Britain's entry into the European Common Market was rejected by an almost 3-1 majority, and a General Council recommendation that the TUC wait for more evidence before expressing an opinion was approved by a large majority.

Sir Harry Douglass, Chairman of the TUC Economic Committee, speaking in support of the council's recommendation, said the European Economic Community was here to stay and, whether in or out, Britain would have to come to terms with it.

The rejected resolution, in addition to opposing Britain's entry, called for expanded trade with all countries, a national economic plan to expand production, and increased aid to underdeveloped countries. It also demanded that the Government seek a mandate from the electorate before committing Britain.

Disarmament

Ignoring the recommendation of the General Council, the delegates approved a resolution calling on the Council to press

the Government to withdraw permission for the maintenance of United States Polaris submarine bases in Britain. Last year a similar motion was defeated by a small majority (L.G., Nov. 1961, p. 1119).

Supporters of the resolution argued that their withdrawal would remove a provocation and create an improved atmosphere for talks among world leaders.

Delegates rejected, however, a resolution calling for unilateral nuclear disarmament by Britain.

A composite defence motion, carried by a large majority, instructed the TUC General Council to promote discussion between nations to further world disarmament and peaceful coexistence and urged a ban on nuclear tests.

Other Resolutions

A comprehensive resolution submitted by the National Union of Railwaymen urged the General Council to press the Government for a co-ordinated and integrated transport system. It was carried by a large majority. The resolution criticized the contracting out of work previously done by railway labour, the proposed sale of British Road Services' workshops, the granting of licences to private airlines, and the merger of British Overseas Airways Corp. and Cunard Eagle Airways Ltd. as evidence of the Government's intention to destroy the efficiency of a State-owned industry.

Over the objections of the General Council, which had wanted it referred to them for study, the delegates passed a resolution calling for a Royal Commission on nursing services. The motion to refer was defeated by only a narrow majority.

A resolution called on the TUC General Council to conduct an inquiry into existing provisions for health, safety and job security, and other fringe benefits "with a view to defining methods by which further progress can be made." It was adopted unanimously and without debate.

The delegates voted in favour of resolutions calling for higher retirement pensions related to a cost-of-living scale, a review of workmen's compensation with a view to improved legislation, abolition of charges now made by the National Health Service, and an inquiry by the TUC General Council into the operation of the hospital service.

Another resolution instructed the General Council to inquire into the desirability of legislation to provide a guaranteed annual wage for all workers.

The delegates approved an increase of 6d a member in affiliation fees.

A resolution that would have asked the General Council to launch immediately a national campaign for a 40-hour week was referred to the Council after Dame Anne Godwin, TUC Chairman, said the leadership believed itself unable to start such a campaign and that to do so would interfere with individual unions' programs.

Presidential Address

While the employers' pursuit of profits continues unhampered, the workers' pursuit of pay increases can not be condemned, said Dame Anne Godwin in her address opening the 94th Trades Union Congress.

She was commenting on the "new pattern of economic relationships" that was being drawn in Britain because of its application for membership in the European Economic Community (Common Market) and because of the Government's proposal, as part of a program of planned economic expansion, to establish a National Incomes Commission. The N.I.C. would review demands for wage increases on the basis of productivity and the national interest.

More than half of the 101 resolutions submitted to the Congress dealt with the Common Market and the Incomes Commission, she pointed out.

"If the public interest demands public examination of the pay packet and its effect on production and costs," she said, "let us have a public examination of the incomes made through uncontrolled rents and their effect on the cost of living, and of the incomes made by advertising and their effect on consumer demand. Let us have a public examination of profits and their effects on prices."

Turning to the growth of the non-manual element in the TUC (see box, page 1268), which she said was too remarkable to be ignored, Dame Anne said white-collar workers were finding that they were subjected to the same pressures as the manual worker. "More and more white-collar workers were recognizing the advantage of having their pay levels decided by collective bargaining," she said.

New Chairman

Fred Hayday, a national officer of the National Union of General and Municipal Workers, was elected Chairman of the Trades Union Congress for the next 12 months. He has been a member of the TUC General Council since 1950.

Aged 50, he is the youngest chairman in the history of the TUC. He has the further distinction of being the first son to follow his father in the presidential chair. His father, the late Arthur Hayday, MP, was Chairman in 1931.

Canadian Conference on Sheltered Employment

Canadian Rehabilitation Council for the Disabled calls conference because of increasing concern among persons working in rehabilitation for those whose disability makes them unable to compete readily in the open labour market

A Canadian Conference on Sheltered Employment was held at Ste. Adele, Que., October 2, 3 and 4. The Conference was sponsored by the Canadian Rehabilitation Council for the Disabled, the new national voluntary organization formed by the merger of the Canadian Council for Crippled Children and Adults (Easter Seal) and the Canadian Foundation for Poliomyelitis and Rehabilitation (March of Dimes).

The Conference was called because of increasing concern among those working in the field of rehabilitation for those whose disability—physical, mental or emotional—is such that they are unable to compete readily in the open labour market. In all, 140 persons attended the meeting.

The Conference brought together individuals with great experience in the operation of various types of sheltered workshops, others working in the rehabilitation field—in rehabilitation centres, health agencies and hospitals—and representatives of federal and provincial government departments. These included the National Co-ordinator, Civilian Rehabilitation, Department of Labour and Provincial Co-ordinators of Rehabilitation. The Department of National Health and Welfare, the Department of Northern Affairs and the Department of Veterans Affairs were represented. Also attending were members of the subcommittee on sheltered employment of the National Advisory Council on the Rehabilitation of Disabled Persons.

Regret was expressed at the sudden death of A. R. Bruce, Director of Queen Elizabeth's Training College, Surrey, who was to have been the special guest expert from Britain and to have been brought to the Conference by the Department of Labour as an expression of its concern and interest in the field of sheltered employment.

The aim of the Conference was to arrive at some basic principles and to make recommendations as to how to meet the need for sheltered employment within the limitations of local economic and geographic areas of Canada.

The opening address, "Planning Creatively for Canada's Disabled," was given by Dr. Keith Armstrong, Executive Director of the Canadian Rehabilitation Council. Frank Hatcher, Department of Social Welfare, British Columbia, then presented a report on sheltered employment in the provinces. This was followed by a panel on the influence of local, economic and geographic conditions on the development of sheltered employment.

Dr. Howard Trevethan, Executive Vice-President, Goodwill Industries, U.S.A., introduced Howard Lytle, President, National Association of Sheltered Workshops and Homebound Programs, U.S.A., who gave an address on the operation of the "Goodwill Industry" type of sheltered employment. Dr. A. H. Goldsman, Psychologist, Occupational Therapy and Rehabilitation Centre, Montreal, presented a paper outlining requirements for a comprehensive program of employment for the handicapped. Dr. Allan Roeher, Provincial Co-ordinator, Saskatchewan, addressed the Conference on the importance of sound administration of sheltered workshops. The guest speaker at the Conference Banquet was Dr. C. A. Roberts, Executive Director, Verdun Protestant Hospital.

Two afternoons of the Conference were given over to discussion groups, each of which considered a particular aspect of sheltered employment and, where possible, made recommendations. The proceedings of the discussion groups and the recommendations were reported back to the general Conference at the close of each day's session. A general summary of the proceedings and recommendations of the Conference was presented at the closing session.

One of the major conclusions of the Conference was that the holding of a Conference on sheltered employment at this time was well justified in that it afforded an opportunity for those most closely concerned with provision of sheltered employment to come together to assess the needs for such services in Canada, to discuss the existing programs and share problems and to make a start on providing answers to some of the questions of how the employment needs of the disabled are to be met within the context of a comprehensive rehabilitation program.

It was decided to maintain the interest and action engendered by the Conference by the establishment of a permanent Conference Committee. The Conference Committee will publish a full report of the Conference and its recommendations.

Part-time Work for the Elderly

Many special facilities for creating part-time work for elderly people have been established in Britain, based on philosophy that work after retirement enables older workers to continue to be "producers" rather than "consumers"

Work can mean more than remuneration. For many people it is often the main interest in their lives.

Work after retirement can provide the satisfaction of achievement, social status, companionship, and the feeling of still being needed and of playing a necessary part in something bigger than oneself. And work after retirement enables older people to ease the economic burden on younger people by continuing to be "producers' rather than 'consumers.'

This philosophy has led to the establishment in Britain of many special facilities for creating part-time work for elderly people. A description of a few of these has been taken from a recent publication*.

In South Staffordshire in 1949 an engineering firm provided a workshop in connection with their plant for the purpose of employing men of pensionable age at a slower tempo than that normally prevailing in the factory. In 1960 some twenty-four 70- to 80-year olds were employed in this workshop. The firm has since started a similar workshop in another area; this shop provides part-time work for ten old men who are physically incapable of doing a full week's work, or who have no wish to work for more than a few hours daily.

Another firm in Essex has been running an 'Over 65 Club' since 1954 for their retired employees who still wish to work. More than 150 men attend from two to ten half-day periods a week. The work consists mainly of fabricating product components from scrap materials. This firm is considering building an extension to the club, which is separate from the normal production shops.

In West Bromwich, another company opened a workshop in 1956 which employs about 20 elderly people who work 37 hours per week. The work done is assembling, filing and light bench work.

An electric company at Tipton has a 'Long Service' department where up to 20 retired employees do as much or as little work as they please on such operations as filling, drilling, milling and fitting.

A steel company in Sunderland employs 12 men past retirement age, mostly fitters, who undertake special jobs requiring extra care and time. This scheme, which provides work for three disabled men and a few apprentices, as well as retired employees, pays time rates and has the union's approval.

One firm in Scotland established an 'Elderly Employees Department' to provide employment for one day a week for 100 elderly men and women on retirement. The work includes breaking down obsolete motors, sorting and grading scrap metal and repairing footwear and clothing used in the factory.

The North West Kent Old People's Welfare Committee keeps a register of odd jobs and particulars of employment suitable for elderly people. Publicity is given to the scheme through the local press. The old people who apply and prospective employers are put in touch with each other by mail. The North Staffordshire Old People's Welfare Committee also has started a similar job-finding scheme.

In 1951 the Finsbury (London) Borough Council, through its Medical Officer and in association with the Employment Fellowship of London, sponsored the first workroom of its type for elderly people.

The Finsbury pioneers found, as they had expected, that providing useful occupation for aging men and women was of tremendous value in maintaining, and often rapidly improving, their health, both of body and mind. The regular occupation gave them a purpose in life and a sense of being to some extent useful members of the community. The social contacts with other workers relieved the sense of loneliness and of not being wanted, which feeling contributes to the deterioration of many people in retirement. The average age of the workers is between 71 and 74 years. They often go to the centre on the recommendation of doctors when they leave hospital after treatment.

Various types of light work are provided at the Finsbury Centre by local manufacturers. Items like covered coat-hangers, aprons and night dresses are made for direct sale at fair trade rates. Operations are adjusted as far as possible to suit the individual needs and abilities of the workers.

**Employment and Workshops For the Elderly.* (Ref. No. 604). National Council of Social Service (Incorporated), 26 Bedford Square, London, W.C. 1. Price 1 shilling.

Toward a Better Status for Women Workers

President orders appointments and promotions in U.S. government service to be made without regard to sex, and Government of Singapore initiates program to bring equal pay for equal work into effect for women in Civil Service by 1965

Women in Government Service

United States

United States President Kennedy has directed the heads of executive departments and agencies of the U.S. Government to take immediate steps to ensure that appointments or promotions are made without regard to sex, except in unusual situations where such action can be justified on non-discriminatory grounds.

In 1934, the Attorney-General gave the opinion that agency heads had the right to limit the filling of federal positions in their agencies, regardless of duties, to one sex. On the recommendation of the President's Commission on the Status of Women, this opinion was recently reviewed by the present Attorney-General. He decided that it was not in accordance with law, and that the President had the constitutional and statutory authority to prescribe rules for the promotion of the efficiency of the federal service.

The new directive charges the Civil Service Commission with the responsibility for determining those unusual situations that may require limiting the filling of positions to one sex.

In consultation with the President's Commission on the Status of Women, the Civil Service Commission is revising its regulations and preparing criteria for agencies that will provide them with objective non-discriminatory standards in identifying such situations.

Singapore

The Government of Singapore recently announced a program to bring equal pay for equal work into effect for women in the Civil Service. At present, pay rates for women in government service are approximately 80 per cent of those for men in similar positions. Under the new program, women employees will receive periodic increases so that by 1965 all women employees will be receiving the same salaries as men for the same work.

The Government also announced that both single and married women employees in positions classified as permanent will be permitted to obtain permanent status. At the same time the retirement age for women government employees is to be raised to that of men.

United Nations Resolution on Equal Pay

At its last session, the United Nations Economic and Social Council adopted the following resolution on equal pay for equal work. It will be presented to the nineteenth session of the U.N. General Assembly.

The Economic and Social Council

Having examined the report of the Commission on the Status of Women on its sixteenth session,

Sharing its opinion that the legal and factual inequality between men and women in questions concerning wages and salaries, still existing in many countries, constitutes a serious obstacle to the achievement of real equality of men and women in the economic field, and that effective measures on national and international levels should be taken to remove this discrimination against women,

Emphasizing in this connection particularly the responsibilities of Governments for the removal of discrimination against women in the question of wages and salaries and for the consistent application of the principle of equal pay for equal work,

1. Calls upon:

(a) Governments of Member States which have not yet ratified or otherwise implemented the principles of Convention No. 100 of the International Labour Organization concerning Equal Remuneration for Men and Women Workers for Work of Equal Value to do so, as appropriate under the Constitution of the I.L.O., and also to implement the provisions of I.L.O. Recommendation No. 90, and, by the adoption of the relevant legislative and practical measures in all economic fields, to apply and promote consistently the principle of equal pay for equal work, in accordance with the said Convention;

(b) The International Labour Organization to continue to follow the introduction of the principle of equal pay for equal work on a world scale and to bear this principle always in mind in considering working and social questions on an international level;

2. *Expresses the hope* that national and international non-governmental organizations in consultative status with the Economic and Social Council may continue to advocate consistently in their activities the principle of equal economic working conditions for men and women and demand the legislative and practical application of the principle of equal pay for equal work;

3. *Requests* the Secretary-General to submit, in co-operation with the International Labour Office, a report to the eighteenth session of the Commission on the Status of Women on both the progress achieved in the field of equal pay for equal work, and obstacles existing so far in this field.

COLLECTIVE BARGAINING REVIEW

Bargaining Calendar for 1963

Collective agreements covering 500 or more employees, listed by month in which they terminate.
Excludes agreements in the construction industry.

JANUARY

Company and Location	Union
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H.J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)

FEBRUARY

Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs, (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Moirs Ltd. & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Singer Mfg., St. Jean, Que.	Steelworkers (AFL-CIO/CLC)
Telegram Publishing Co., Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

MARCH

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Noranda Copper & Brass, Montreal, Que.	Empl. Assn. (Ind.)
Quebec Hydro-Electric Comm., Montreal, Que.	Public Service Empl. (CLC) (outside empl.)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)

APRIL

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Canada Paper, Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Inter. Paper & subsids., N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Consolidated Paper, Cap-de-la-Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

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Company and Location	Union
E.B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Rolland Paper, Mt. Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp. Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)

MAY

Ayers Limited, Lachine, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CNR, system-wide	Trainmen (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
RCA Victor, Montreal, Que.	Empl. Assn. (Ind.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)

JUNE

Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Commission Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office & maintenance empl.)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
Goodyear Cotton, St. Hycinthe, Que.	Textile Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
TCA, company-wide	Air Line Pilots (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC- chartered local
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)

JULY

Canada Cement, N.B., Que., Ont., Man. & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Dominion Glass, Wallaceburg, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Ste. Anne Power, Beaupre, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
TCA, company-wide	Air Line Flight Attendants (CLC)

AUGUST

Company and Location	Union
Belt Mfrs. Assn., Montreal, Que	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que	Textile Federation (CNTU).
Dom. Electrohome Industries, Kitchener, Ont	Nat. Council of Cdn. Labour (Ind.)
Dom. Oilcloth & Linoleum, Montreal, Que	CNTU-chartered local
Dom. Steel & Coal Corp., Montreal, Que	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que	Retail Clerks (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont	Chemical Wkrs. (AFL-CIO/CLC)
House of Seagrams, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont	Steelworkers (AFL-CIO/CLC)
TCA, company-wide	Sales Empl. (Ind.)

SEPTEMBER

Molson's Brewery, Montreal, Que	Empl. Assn. (Ind.)
Winnipeg Metro (Transit Dept.), Winnipeg, Man	Street Railway Empl. (AFL-CIO/CLC)

OCTOBER

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que	Service Empl. Federation (CNTU)
Crane Limited, Montreal, Que	Steelworkers (AFL-CIO/CLC)
Dominion Corset, Quebec, Que	Empl. Assn. (Ind.)
Dominion Stores, Toronto & other locations, Ont	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont	Oil Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que	Cellulose Wkrs. Assn. (Ind.)
Food stores (various), Winnipeg & Transcona, Man	Retail Clerks (AFL-CIO/CLC)
Quebec Natural Gas, Montreal, Que	Chemical Wkrs. (AFL-CIO/CLC)
Shawinigan Power, province-wide, Que	Empl. Assn. (Ind.)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions.
Soo-Security Motorways, Ont., Man., Sask. & Alta	Teamsters (Ind.)

NOVEMBER

Bell Telephone, Que. & Ont	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont	Cdn. Telephone Empl. (Ind.) (communication salesmen)
Bell Telephone, Que. & Ont	Cdn. Telephone Empl. (Ind.) (craft & service empl.)
Bell Telephone, Que. & Ont	Traffic Empl. (Ind.)
Cdn. Steel Foundries, Montreal, Que	Steel & Foundry Wkrs. (Ind.)
Cyanamid of Canada, Welland, Ont	Chemical Wkrs. (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other locations, B.C.	Empl. Assn. (Ind.)
Page-Hersey Tubes, Welland, Ont	U.E. (Ind.)
Hollinger Gold Mines, Timmins, Ont	Steelworkers (AFL-CIO/CLC)

DECEMBER

Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & locations, Que	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que	Leather & Shoe Wkrs. Federation (CNTU)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
CNR, CPR & other railways	15 unions (non-operating empl.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Marconi, Montreal, Que	Salaried Empl. Assn. (Ind.)
Cdn. Vickers, Montreal, Que	Metal Trades' Federation (CNTU)
Davie Shipbuilding, Lauzon, Que	Metal Trades' Federation (CNTU)
G.T. Davie & Sons, Lauzon, Que	Metal Trades' Federation (CNTU)
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta	Public Empl. (CLC) (clerical empl.)
Handbag Mfrs. Council, Montreal, Que	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Marine Industries, Sorel, Que	Metal Trades' Federation (CNTU)
North York Township, Ont	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont	Oil Wkrs. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que	Bldg. Service Empl. (AFL-CIO/CLC)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Scarborough Township, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)

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Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During November and December 1962 and January 1963

(except those under negotiation in October)

Company and Location	Union
American Can, Hamilton, Simcoe, Ont., & Montreal, Que.	CLC-chartered local
Assn. des Marchands Detaillants, Quebec & district, Que.	CNTU-chartered local (garage empl.)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Lithographers Assn., Eastern Canada	Lithographers (Ind.)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
East. Can. Stevedoring & 2 others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Sask. Provincial Hospitals, Weyburn, Moose Jaw & North Battleford, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During October

Bargaining

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communication salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Canadian Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. National Nfld. Steamship Service (CNR)	Railway, Transport & General Wkrs. (CLC)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)

Company and Location	Union
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Northern Electric (western region) Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northwestern Utilities & Cdn. West Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Saskatchewan Government Telephone	Communications Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Conciliation Officer	
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Conciliation Board	
B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

Company and Location	Union
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)

Arbitration

Hospitals (11) Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During October 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que.—Service Empl. Federation (CNTU): 1-yr. agreement covering 550 empl.—retroactive pay of $3.50 a wk. for male empl. and $4 a wk. for female empl. from Dec. 1, 1961 to May 22, 1962; retroactive pay of $5 a wk. for male empl. and $2.80 a wk. for female empl. from May 22, 1962 to Oct. 1, 1962; salary increases of $5 a wk. for male empl. and $4 a wk. for female empl. eff. Oct. 1, 1962 plus $2 a wk. for male and female empl. eff. Jan. 1, 1963; hours of work reduced to 40 a wk. eff. Nov. 17, 1962 (formerly 44 and 48 hrs. a wk.); 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.).

Bata Shoe, Batawa, Ont.—Boot & Shoe Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 760 empl.—terms of settlement not immediately available.

B.C. Hydro & Power Authority—Street Railway Empl. (AFL-CIO/CLC): 2-yr. agreement covering 2,000 empl.—wage increases of 7¢ an hr. eff. Sept. 1, 1962 and Sept. 1, 1963; Easter Monday to be observed as a paid holiday, making a total of 10 paid holidays; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); transit operator's rate after Sept. 1, 1963 will be $2.54 an hr.

CPR, System-wide—Trainmen (AFL-CIO/CLC): 31-mo. agreement covering 6,000 empl.—total wage increase of 8%; 1% retroactive to June 1, 1961, 1% retroactive to Dec. 1, 1961, 1½% after signing of agreement, 2½% eff. Dec. 1, 1962 and 2% eff. June 1, 1963; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); changes in work rules.

Consolidated Paper, Port Alfred, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 630 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1962 plus classification adjustments of 1¢ to 3¢ an hr. for tradesmen and 5¢ an hr. for helpers; adjustments also made in other classifications; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; re-opener on wages, vacations, paid holidays and lay-off indemnities May 1, 1963; labourer's rate $2.03 an hr. and tradesman's rate $2.73 an hr.

Consumers' Gas, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 700 empl.—settlement pay of $21.60 prorated; wage increases of 6¢ an hr. eff. Sept. 10, 1962; 6¢ an hr. eff. July 8, 1963 and 7¢ an hr. eff. July 8, 1964; 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); group life insurance increased to $5,000 (formerly $3,000).

Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.—Steelworkers (AFL-CIO/CLC): 2-yr. master agreement covering 800 empl.—wage increases of 3¢ an hr. eff. Oct. 1, 1963 and Sept. 30, 1964 for hourly empl.; salary increases of $1.20 a wk. eff. Oct. 1, 1963 and Sept. 30, 1964 for salaried empl.; improvements in regular vacations for hourly and salaried empl.; new provision for 3 mos. leave of absence with pay every 5 yrs. for empl. with 15 or more yrs. of service eff. Jan. 1, 1964; sickness and accident benefits increased by $6 a wk. to average $58 to $64 weekly payable up to 52 wks. (formerly 26 wks.); hospital benefits extended to a maximum of 365 days (formerly 120 days); eff. Oct. 1, 1962 basic pensions increased to $3.25 for each yr. of credited service (formerly $2.75) and disability pensions increased to $5 a mo. per yr. of service (formerly $3); S.U.B. increased to a maximum total benefit of $76 a wk. for empl. with 4 dependents (formerly $59) and empl. who work any time during a week to be granted 32 hrs. pay; provisions for empl. affected by plant shutdown: preferential hiring rights at other company plants; relocation allowances for empl. with 10 or more yrs. of service; empl. whose age plus length of service total 80 may accept an early pension.

Dominion Bridge, Lachine & Longue Pointe, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—no changes in hourly rates; premium for working outside company premises increased to 10% of hourly rates (previously 10¢); double time to be paid after 12 hrs. of work with time and a half continuing to apply after 8 hrs.; improvements in insurance and welfare benefits in second yr. of agreement.

(*Continued on page 1328*)

INTERNATIONAL LABOUR ORGANIZATION

7th Session, Metal Trades Committee

Agreement on the attitude to be taken with respect to technological changes that are transforming the metal trades reached by delegates, from 24 countries

Agreement on the attitude to be taken with respect to technical changes that are transforming the metal trades was reached by government, employer and worker delegates to the seventh session of the ILO Metal Trades Committee, held in Geneva September 17 to 28.

Canada was one of the 24 countries that took part in the meeting. The others were: Australia, Belgium, Brazil, Czechoslovakia, Chile, Denmark, Finland, France, Federal Republic of Germany, India, Italy, Japan, Mexico, The Netherlands, Norway, Poland, the Republic of South Africa, Sweden, Switzerland, U.S.S.R., the United Kingdom, the United States, and Yugoslavia.

Head of the Canadian delegation and government delegate was J. P. Francis, Director, Economics and Research Branch, Department of Labour. The second government delegate was L. A. Aitken, Safety Adviser, Government Employees Compensation Branch, Department of Labour.

Employer delegates were T. G. Beament, President and Managing Director, Fahralloy Canada Limited, Orillia, Ont.; and A. B. Lawrason, President, Flex-O-Lite of Canada Limited, St. Thomas, Ont.

Worker delegates were Raymond Parent, Secretary, National Metal Trades Federation (CNTU), Quebec; and Adrien Villeneuve, international representative, International Association of Machinists, Ottawa.

The Committee unanimously adopted two series of conclusions. The first series dealt with technological progress and its influence on the effective utilization of manpower and the improvement of workers' income in the metal trades; the second with working conditions and safety in shipyards.

The Committee noted that, in the long run, technological changes brought many benefits but in the short run they often brought problems such as adjustments for workers, underemployment and unemployment.

The essential end of technological progress—the general welfare—could be achieved only if the gains resulting from higher productivity were shared equitably by employers, workers and the community at large, the Committee said.

The equitable sharing of the fruits of technological progress might be obtained by making available, to all, products of better quality at lower prices, by an increase in workers' income, by an improvement of social security benefits and by improvement in conditions of work.

Discussing the means of achieving effective utilization of manpower within the framework of technological change, the Committee considered the following points: impact of working conditions, manpower adjustments and mobility, training and systems of wage payment. The Committee also outlined steps that might be taken to eliminate to the greatest extent possible income losses resulting from technological change.

In its conclusions on working conditions and safety in shipyards, the Committee held that occupational accidents and diseases as well as human suffering and loss of earning capacity for injured workers were not only to be deplored from the point of view of the worker and his family, but also from the point of view of the community as a whole. The Committee's further conclusions dealt with legislation, regulations, labour inspection and safety arrangements in shipyards.

The prime responsibility for organizing safety and health in shipyards and ship repairing operations should be fully accepted by the employer, and workers should co-operate in full so that the safety arrangements might be fully effective in each undertaking, the Committee stated. Adequate training of safety personnel should be provided when new materials, machines or equipment were introduced.

The Committee recognized that reasonable working hours were "an integral part of any accident prevention program."

One of the Committee's suggestions for international action called for meetings of experts to prepare a model code of safety

The mechanization of heavy work is eliminating the more arduous and monotonous tasks which require little or no skill. New plant environments are generally very much better from the point of view of the workers. Conditions are healthier and safer, although possible new hazards have been noted as a result of nervous tensions connected with the high speed of certain mechanized operations and the greater responsibilities of workers handling this type of equipment.

The growing trend toward the adoption, in many metal working sectors where operations are highly mechanized, of two- and three-shift operations, in view of the high cost of machinery and the need to keep it running as continuously as possible, faces a growing number of metal workers with physiological and psychological problems quite new to them which call for greater understanding in order to mitigate their drawbacks.

Technical progress also requires a constant adaptation of the skills, knowledge and abilities of workers. There are shortages now—which may be expected to increase in coming years—of workers with the necessary specific types of skill, and even greater shortages of technicians and engineers. Among the new category of conductors of highly mechanized and automated installations, for instance, new qualities of understanding, alertness, flexibility and responsibility seem to be increasingly required.

Supervisors need improved skills in dealing with smaller groups of more highly skilled workers, and engineers, who deal increasingly directly with people, now must add a greater understanding of human relations and better leadership skills to their professional competence. Higher management also require new knowledge and abilities to cope effectively with their changing technological environment.

This constant evolution in abilities and skills has important implications for education and training.

—ILO Report to 7th Session, Metal Trades Committee

regulations for shipyards. The outline of such a code was appended to the Committee's conclusions.

Resolutions

The Committee also adopted a number of resolutions dealing with questions not included in the agenda. One of these is designed to bring home to all member states of the ILO the vital importance of basing expansion programs in the metal trades upon solid democratic principles. The resolution would encourage the public authorities to follow the example of the ILO in the use of tripartite organs and bodies so that employers' and workers' organizations can participate at all levels.

Another of the resolutions contains the suggestion that the ILO and the governments concerned should continue to make full use of the experience of employers' and workers' organizations whenever technical assistance programs of vocational training are being planned and executed.

The resolution adopted by the Committee will go to the Governing Body of the International Labour Office.

Tenth International Conference of Labour Statisticians

The Tenth International Conference of Labour Statisticians, convened by the International Labour Organization, adopted conclusions having to do with statistics of industrial injuries and of hours of work, and with the computation of consumer price indexes. Statisticians from 46 countries in all parts of the world attended the two-week Conference in Geneva, from October 2 to 12.

The Conference held that:

"Consumer price index numbers cannot attain their objectives if their purposes as measurements of price changes are not understood and if they do not command the confidence of the public. Therefore, the concepts, definitions and procedures of measurement on which the index numbers are based should be described as fully as possible and made available for the information of the public."

Recognizing the need for adequate data on hours of work in the study of various social and economic matters, the Conference laid down a set of standards covering general objectives, definitions, methods of collection and tabulation.

The statisticians also made a number of recommendations concerning statistics of employment injuries. They stressed the importance of establishing "an adequate statistical basis for the analysis and measurement of risks of injury inherent in employment for the purpose of facilitating the establishment of prevention programs, evaluating the efficiency of applying measures and promoting the development of compensation schemes."

The Canadian delegate to the Conference was H. F. Greenway, Director, Labour Division, Dominion Bureau of Statistics, and the substitute delegate was J. P. Francis, Director, Economics and Research Branch, Department of Labour. Advisers to the Canadian delegation were G. Barrette, Labour Management Division, Economics and Research Branch, Department of Labour, and L. B. Rowebottom, Assistant to the Dominion Statistician, Dominion Bureau of Statistics.

The Trade Union Situation in Burma

A mission of the International Labour Office has found that the situation in Burma "seems favourable for the growth of a well-organized and influential trade union movement." The mission's report, *The Trade Union Situation in Burma**, has just been published.

The Burma survey is the sixth in a series that began in 1959 pursuant to a decision of the ILO's Governing Body. The purpose underlying the Governing Body's decision was to provide a full picture of the actual conditions in each country as these affected the practice of freedom of association.

Each of the surveys has been conducted by officials of the International Labour Office at the invitation of the government concerned. The mission to Burma, like its predecessors, was headed by John Price, Special Assistant to the Director-General (now retired).

The mission remained in Burma from October 30 to November 29, 1961.

The report points out that trade unionism is a comparatively recent development in Burma. It started before the Second World War but did not begin to expand until after 1945. The report adds that the trade union movement in Burma appears to have resulted mainly from the "efforts of politically conscious leaders who realized that trade unions would be needed in the new state that was being created."

The total population of Burma exceeds 22 million. Its active population is officially given as 9,351,158. Figures cited by the mission put the total trade union membership at about 200,000—roughly half the peak reached before a damaging split in the ranks of organized labour in 1958.

In general, the mission found the impact of trade unions to be slight everywhere except in a few centres of industry and population. In Rangoon, according to one statement made to the mission, about 20 per cent of the workers are members of a trade union. Although about 70 per cent of the Burmese labour force are employed in agriculture, no agricultural trade unions have yet been formed. Nor have unions been set up in fisheries. In forestry, unions are limited to workers engaged in teak production.

On the other hand, the publicly owned railways and inland shipping companies and joint government-private industry ventures (oil, mining, ore-processing) are described in the report as the main strongholds of trade unionism. The civil servants (of whom one-third are women) are, according to the report, nearly 100 per cent organized, and organization among the government clerical staff is substantial.

There are four national central bodies to which local unions may be affiliated: the Union of Burma Labour Organization (ULO), the Trade Union Congress (Burma) (TUC(B)), the Burma Trade Union Congress (BTUC) and the Free Trade Unions of Burma (FTU-B). Neither the ULO nor the TUC(B) has any international affiliation, the BTUC is affiliated to the World Federation of Trade Unions, and the FTU-B, at the time of the mission's visit, was contemplating affiliation to the International Confederation of Free Trade Unions.

Ontario Adopts Human Rights Code

(*Continued from page 1264*)

If a settlement is not reached, the Minister, on the recommendation of the Commission, may appoint a board of inquiry to investigate the matter and recommend the course that ought to be taken with respect to the complaint. The Minister of Labour, on the advice of the Commission may then issue whatever order he considers necessary to carry out the board's recommendations. As before, such an order is final and must be complied with in accordance with its terms.

Penalties for violations of the Code are higher than under the former legislation. An individual who contravenes the Code is liable to a fine of up to $100, and a corporation, trade union, employers' organization or employment agency, up to $500.

Enforcement procedures have been further strengthened by a provision permitting the Minister to apply to the Supreme Court for an order enjoining a person who has been convicted of a contravention of the Code from continuing the illegal act. Previously, injunction proceedings could be taken only against a person convicted of displaying discriminatory notices or signs contrary to the Fair Accommodation Practices Act.

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*International Labour Office: *The Trade Union Situation in Burma.* Report of an I.L.O. Mission. (Geneva, 1962). Price: $1.

TEAMWORK in INDUSTRY

The third annual joint progress meeting of the Eastern and Western Area Labour-Management Committees of the Nova Scotia Light and Power Company was presided over by Roy Isnor, President of Local 1165 of the International Brotherhood of Electrical Workers (AFL-CIO/CLC)

In his opening remarks, Mr. Isnor observed that "labour-management teamwork is the co-operation of workers with each other and with management in the operation of an efficient, profitable and progressive enterprise." He further stated that the goals referred to in his definition were not beyond realization by a labour-management team determined to make the required effort.

At the same time he cautioned: "The effort exerted by labour in this respect will not immediately promote efficiency or greater productivity, but over a period of months and years the effect of constructive thinking and doing will certainly contribute to a more progressive and prosperous company."

* * *

The 250 employees of the Port Hope Sanitary Division of Crane Canada Limited were each presented with a holiday safety kit before leaving on their annual vacations. The kit included first aid materials from adhesive bandage to antibiotic ointment.

A letter enclosed in the kit and addressed to each employee read:

"The efforts of all employees in 1961 resulted in the excellent accident record achieved at this plant. We are presenting this Holiday Kit in appreciation of your contribution to this effort.

"We hope you have a wonderful vacation but please take care, as we want you back on the job to help us make 1962 the safest year we have known."

Representatives of management and of Local 4115 of the United Steelworkers of America (AFL-CIO/CLC) meet in a union-management committee at the Port Hope plant.

* * *

Although the membership of Local 110 of the National Union of Public Employees (CLC) was not too enthusiastic about the organization of a labour-management committee, after five meetings they had seen enough of it in that time to want it to continue. This was the opinion of Alf Mills, former secretary of the union.

"Today we think that being able to sit down and talk face to face with the superintendent of the school board about mutual plans and problems is a good idea," he said.

Mr. Mills represents the head caretakers on the Employer-Employee Advisory Council, which in turn represents 450 maintenance department employees on the Winnipeg School Board's payroll.

Dr. W. C. Lorimer, superintendent of schools, stated that the committee is effective in acquainting employees with what is going on throughout the school system and in giving them a clearer picture of their respective roles.

"In return we learn what our employees are thinking; we hear the suggestions of people we don't ordinarily see," he said. "Theirs is an entirely different point of view—of particular value to the school board."

Dr. Lorimer further stated that "today our meetings regularly run overtime—an indication of the interest and participation that has been generated."

E. R. Carpenter, director of maintenance for the school board, stated that discussion regarding the installation of fire fighting equipment in the Winnipeg schools had indicated an exceptional degree of co-operation in the committee.

* * *

H. Carl Goldenberg, the well-known expert in industrial relations, is quoted in *Maclean's Magazine* as stating that labour and management shouldn't meet only for contract negotiations or to wrangle over disputes. They should meet when the atmosphere is not highly charged, when there are no particular differences to discuss. They should get together about mutual problems on which there's no controversy.

Labour could learn some of the difficulties of keeping a business going, and management could get an idea what it's like to live on a small pay packet.

Anyway they'd know each other better, get to understand each other's thinking. And this might remove one of the worst obstacles to agreement between management and labour—that element of nasty surprise that so often comes up, on one side or the other and sometimes on both, when they start to negotiate a contract.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during September. During the month the Board received two applications for certification.

Applications for Certification Received

1. Canadian Air Line Flight Attendants' Association, on behalf of a unit of flight attendants employed by TransAir Limited, Winnipeg, Man. (Investigating Officer: W. E. Sproule).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, General Truck Drivers' Local 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Tank Truck Transport Limited, Point Edward, Ont. (Investigating Officer: T. B. McRae).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Hotels, Limited (Macdonald Hotel, Edmonton) and Local 857 of the International Union of Operating Engineers (Conciliation Officer: G. R. Currie).

2. National Harbours Board, Montreal (General Forces, Grain Elevators, and Cold Storage Warehouse) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier).

3. John N. Brocklesby Transport Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

4. De Luxe Transportation Limited, North Bay, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

5. Gill Interprovincial Lines Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

1. Albert G. Baker Limited, Clarke Steamship Company Limited, Gaspe Shipping Reg'd., Maritime Terminals Inc., and Quebec Terminals Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier) (L.G., Oct., p. 1149).

2. Piette Transport Inc., Joliette, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier) (L.G., Oct., p. 1149).

3. Cape Breton Broadcasters Limited, Sydney, N.S., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., Oct., p. 1149).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

4. Active Cartage Limited, Toronto, and Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Aug., p. 951).

Settlements after Conciliation Board Procedure

1. British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Deeks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing) Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1150).

2. British Columbia Towboat Owners' Association, Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Sept., p. 1035).

3. British Columbia Towboat Owners' Association (certain member companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 656).

4. Dominion Steel and Coal Corporation, Ltd., Dominion Shipping Division, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 656).

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in three cases heard September 11.

The first dispute concerned the claim of a fireman for mileage lost when, although available, he was not called to fill a vacancy; the second, the claim of a trainman for payment because he was not called for duty with the rest of his crew. The third concerned the request for reinstatement in his former classification of a dispatcher who had been demoted because of an irregularity in his issuance of a train order.

In the first dispute, the contention of the employees was sustained, with qualifications. In the second, the employees' contention was not sustained but the Board issued an interpretation of "switching," which was the point in dispute. The contention of the employees in the third case was not sustained; but the Board recommended that the company review its practices concerning the issuance of instructions.

Summaries of the three cases, Nos. 793 to 795, are published below.

Case No. 793—*Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Locomotive Firemen and Enginemen over the claim of a fireman for miles lost when, although available, he was not called to fill a vacancy.*

A fireman-helper at Prince George, B.C., was assigned and available in pool service. In the absence of spare or laid-off firemen-helpers, he was not called to fill a vacancy, and a train went on a run without a fireman. He therefore entered a claim for miles lost.

The claim, submitted under an article of the Brotherhood of Firemen and Enginemen's agreement on the Prairie and Mountain Regions, was declined by the company.

The employees, in their contention, stated there was no provision in the article cited that could be construed to permit the company to operate a train without a fireman-helper when such a man was available for service. They claimed that the fireman-helper involved should be paid for the trip he lost.

In its contention, the company stated that the fireman-helper had been called in his turn as a pool fireman in accordance with the agreement covering firemen-helpers on diesel locomotives in freight and yard service.

Both of the parties in the dispute appeared before the Board and submitted additional written and oral evidence.

The Board stated it was obvious that when the agreement then in effect was signed, it had not been intended to be used as a device "to give any firemen preferential treatment over what they enjoyed prior to" the date of signing. The Board said also that the company was collecting data to form the basis for negotiating rules to cover situations such as this; it consequently recommended that the parties to the dispute should negotiate such rules as soon as possible.

The contention of the employees was sustained to the extent that the fireman-helper be paid mileage from the time the unmanned run went out until he actually went out himself when his turn was called.

Case No. 794—*Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Railroad Trainmen over a claim by a trainman for payment of four miles because he was not called with the rest of his crew for an operation the union regarded as switching.*

A conductor and head-end trainman were ordered to take a working locomotive, to which was coupled an idling (dead diesel) unit, from the shop track to the train. Air hoses were coupled between the diesel units, but the electrical jumper cable between them was not coupled.

The rear trainman was not called for duty until 20 minutes later, by which time the working locomotive and idling unit had been moved by the other two crew members.

The rear trainman submitted a claim for four miles payment to cover the 20-minute period during which the consist was moved without him, on the grounds that the movement of the idling unit constituted switching. The company declined the claim.

The employees, in their contention, held that the agreement stipulated the use of three men as a minimum for a crew when switching is performed. They cited two articles of the current agreement, one stipulating that switching at terminal points must be carried out by a crew of not less than three, and the other that "for the purpose of complying with this clause switching will include picking up car or cars or doubling over train." The first clause quoted provided for payment at through freight rates on the basis of 12½ miles per hour for time spent making up trains or switching at terminal points.

The only exception noted in the clauses, the Brotherhood pointed out, was that taking a locomotive or self-propelled equipment

from the shop or tie-up track was not to be considered switching. The employees contended that handling the additional idling or dead diesel unit with the working locomotive was the same as handling a car or any other piece of equipment, and therefore qualified as switching and so required the use of at least three members of a crew. The rear trainman should have been called at the same time as the other crew members, they concluded.

The company, in its contention, emphasized that the clause cited by the employees explicitly stated that switching did not include taking locomotive to or from shop or tie-up track, and defined switching as picking up a car, or cars, or doubling over train. Because none of these latter operations had been performed, and no switching had been done, and because members of a crew could be used individually for service incidental to their own train prior to departure from the initial terminal, the company contended that the requirement for the three-man crew did not apply in this case.

Both parties to the dispute appeared before the Board and submitted further written and/or oral evidence.

The contention of the employees that handling of dead diesel units constituted switching was not sustained. The Board added, however, that handling of a car or cars not associated with the operational function of the locomotive to or from the shop or tie-up tract is interpreted as switching.

Case No. 795—*Dispute between Canadian National Railways (St. Lawrence Region) and Order of Railroad Telegraphers over a request for reinstatement of a train dispatcher demoted because of an irregularity in his issuance of a train order.*

A train dispatcher was demoted to the class of operator because of an irregularity in his issuance of a train order. In his order permitting a westbound Maine Central train to leave Groveton, a Canadian National Railways station, he did not include instructions that it meet an eastbound train that was overdue and had not yet reached that station. This omission set up a potential head-on collision, the company said. (The Maine Central Railroad had been granted running rights on Canadian National trackage for a distance of 12½ miles, beginning at Groveton.)

The order read: "All superior trains due at Groveton before 4.20 p.m. have arrived and left." The company said it should have read: "All superior trains due to Groveton before 4.25 p.m. have arrived and left, except train 490 [the overdue eastbound train]."

The employees objected to the use of numerous "interpretations" of the Uniform Code of Operating Rules, interpretations that were made by a committee on which the dispatchers, those charged with the responsibility of carrying out the rules, had no representation.

It was the union's belief that inasmuch as the railway withdrew a rule that had provided protection against incidents such as that figuring in this dispute, it was itself responsible for placing the additional responsibility on a dispatcher "located some 175 miles away."

In addition, the employee organization contended that the fact that the Maine Central Railway discharged the crew of its train involved in the incident showed that they, not the dispatcher, were held solely responsible for failure to clear train 490 at Groveton.

The union doubted that the dispatcher merited any discipline at all. The demotion had extended 19 months at the time the submission to the Board was prepared, and had now become "excessive," the union said asking that it be "terminated forthwith" and the dispatcher restored to his former classification.

The company contended that the dispatcher "had a responsibility to and was required to be fully conversant with the operating rules and interpretations. To deny knowledge of the rules or interpretations was a negation of this responsibility.

"Mishandling of train orders is a very serious offense and cannot be tolerated. The company would not be discharging its responsibility for public safety if it permitted [the dispatcher] to return to his former position."

Both parties presented additional oral evidence before the Board.

The contention of the employees was not sustained. The Board recommended, however, that the company review its practices concerning the issuance of rules and instructions.

LABOUR LAW

Legal Decisions Affecting Labour

Manitoba Court of Appeal refuses a stay of the taking of representation vote. In decisions regarding unfair labour practices charges, Saskatchewan Court of Appeal quashes one Labour Relations Board order, upholds another ruling

In Manitoba, the Court of Appeal has dismissed a motion for a stay of the taking of a representation vote, and ordered the vote to proceed in its ordinary course, while an appeal challenging the legality of the Labour Board's representation vote order was pending.

In Saskatchewan, the Court of Appeal, absolving an employer from an unfair labour practice charge, held that under the Saskatchewan Trade Union Act, the assignment of wages for check-off purposes is a matter between the employer and his employees, and an employee has a right to revoke such an authorization at any time before the union dues deduction cards deposited with the union reach the employer.

In another decision, the Court of Appeal, upholding the Labour Relations Board's ruling regarding an unfair labour practice, maintained the principle of finality of the Board's decision where the Board had not exceeded its jurisdiction and where there was no error in law on the face of the record.

Manitoba Court of Appeal...

...refuses to stay taking of representation vote while appeal from Labour Board's order pending

On April 9, 1962, Chief Justice Miller of the Manitoba Court of Appeal ruled that the Manitoba Labour Board should proceed with the taking of a representation vote while an appeal was pending from the refusal by Mr. Justice Maybank to quash the Board's order directing a representation vote. The Court ruled that, in the interest of industrial peace, the taking of the vote should proceed despite the appeal.

Thompson and District Local 1026 of the International Union of Mine, Mill and Smelter Workers had been a certified bargaining agent for the International Nickel Co. of Canada Ltd. at Thompson, Man.

On application by Local 6166 of the United Steelworkers of America, the Manitoba Labour Relations Board ordered a representation vote to be taken at the Thompson plant in order to determine which of the two unions should be the bargaining agent for the employees.

The Mine-Mill local challenged the legality of the Board's order by applying for a writ of prohibition with *certiorari* in aid; the application was refused by Mr. Justice Maybank. Then the local appealed Mr. Justice Maybank's ruling and, while the appeal was pending, sought a stay of the taking of the representation vote. The latter motion was dealt with by Chief Justice Miller of the Court of Appeal.

Local 1026 argued that the taking of the vote pending its appeal would be detrimental to its cause and would handicap the union in its position as bargaining agent.

The company supported the application for a stay on the ground that a vote would disturb the contractual relationship and delay dealings between the company and the certified bargaining agent, and would also disturb the labour peace.

Further, the company argued that if the vote was taken and counted, and if the Steelworkers union was successful in the vote, it would place Local 1026 as the certified bargaining agent, the company and the employees in an extremely difficult position until the final disposition of pending litigation occurred. Even if the vote was taken and the votes not counted until after the hearing of the appeal, there would be unrest and uncertainty among the employees.

The Steelworkers union, on the other hand, contended that the only people prejudiced by delay in taking the vote were approximately 1,400 employees who had indicated that they wanted the Steelworkers union to be their bargaining agent,

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

and who had made an application to the Manitoba Labour Board accordingly. Also, this union argued that once the ballot was taken and the votes were in the ballot box, the men would settle down, awaiting results of the litigation.

Chief Justice Miller was of the opinion that the vote of the employees should be taken as soon as possible. As to whether or not it should be ordered that the ballot box be sealed and held with the votes uncounted until after the disposition of the case, he saw no advantage to anyone in holding up the determination of what was the will of the workers themselves.

Chief Justice Miller realized that, if the Steelworkers won the votes of the majority of the electorate, it would be difficult for the other union, which actually was the bargaining agent, to function; but he thought that that situation was a lesser evil than the continued uncertainty among the workers, even though the vote might be useless if the Court of Appeal reversed Mr. Justice Maybank's judgment.

The motion for stay of the representation vote was dismissed. *Thompson et al v. Manitoba Labour Board,* (1962), 39 W.W.R., Part 3, p. 131.

Saskatchewan Court of Appeal...

...finds company not guilty of unfair practices when it refused to deduct union dues from wages

On May 4, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, quashed an order of the Labour Relations Board and held that the company was not guilty of unfair labour practice when, on request of some employees, it refused to deduct their union dues from their wages.

In April 1961, the Retail, Wholesale and Department Store Union applied to the Labour Relations Board for an order determining whether an unfair labour practice had been engaged in by the employer, Army & Navy Department Store Ltd.

The union claimed to be the duly certified bargaining agent for the employees; that on March 29, 1961, it delivered to the employer 72 cards signed by the 72 employees, each requesting that the employer deduct from the earnings of each of the employees the union dues and pay the same to the union; that the employer failed to make such payments in respect of certain employees contrary to Section 25 of the Saskatchewan Trade Union Act and thereby engaged in an unfair labour practice.

In an order dated May 17, 1961, the Labour Relations Board found that, on March 29, the union delivered to the employer 72 cards signed by employees requesting that the employer deduct from the earnings of each employee his respective union dues, and that the union requested the company to pay to the union, out of the wages and other earnings due to each employee who so requested in writing, the union dues as provided in Section 25 of the Act. Further, the Board found that, on March 14, 1961, the company received a notice in writing from 44 of its employees, which read as follows:

> We, the undersigned employees of Army & Navy Dept. Store Ltd., Regina, Sask., hereby notify our employer, Army & Navy Dept. Store Ltd., to refrain from deducting union dues from our earnings and to pay same over to the Retail, Wholesale and Department Store Union AFL-CIO/CLC or any other union, and any authority for such deduction from our earnings, heretofore given, is by this instrument absolutely revoked.

The Board found that in view of this notice, the company failed to make deductions or payments, and intimated its intention not to do so in the future, in view of cancellation and withdrawal of authority to deduct dues. The findings of the Board were that the company did engage in an unfair labour practice within the meaning of Section 25 of the Act by failing and refusing to deduct the union dues of certain employees in accordance with their signed dues deduction cards, and ordered the company to refrain from engaging in this unfair labour practice.

After this, the company applied to the court on *certiorari* to quash the Board's order, on the ground, among others, that the Labour Relations Board, having found that on March 14 the employer had received notice in writing from some 44 employees revoking the authority for deducting union dues, erred in law in holding that the withdrawal by the said employees of their request to have their union dues deducted from their wages was ineffective and such error in law was apparent on the face of the record.

Mr. Justice Culliton, who delivered the judgment of the Court, noted that the 44 employees whose union dues the company failed to deduct were those who, on March 14 revoked the authority to deduct the union dues and they were included among the 72 employees who had signed deduction cards. Although there was no indication of the date when the deduction cards were signed, it was apparent, in Mr. Justice Culliton's view, that these cards were signed at some time prior to March 14, and the only authorization that the 44 employees desired to revoke in their letter of March 14 was that contained in the deduction cards.

Then the question before the Court was, did the Board err in law in finding that a request in writing had been made by the 44 employees to deduct union dues as required by Section 25 of the Act?

Section 25 of the Trade Union Act is as follows:

S. 25. Upon the request in writing of any employee, and upon request of a trade union representing the majority of employees in any bargaining unit of his employees, the employer shall deduct and pay in periodic payments out of the wages due to such employee, to the person designated by the trade union to receive the same, the union dues of such employee, and the employer shall furnish to such trade union the names of the employees who have given such authority. Failure to make payments and furnish information required by this section shall be an unfair labour practice.

In Mr. Justice Culliton's opinion, under Section 25, no right exists in the union to demand payment of union dues, nor does any obligation rest upon the employer to deduct the dues until the employer receives from the employees a request in writing authorizing such deduction. The handing over to the union by a group of employees requests in writing to the employer to deduct union dues creates no right in the union. Rights accrue to the union only after delivery of such requests to the employer.

Section 25 contemplates that the request of an employee shall be a matter between himself and the employer. In the situation under review, the union could have been no more than an agent of the employees for delivery of the cards to the employer. That being so, there remained in the employees a complete right of revocation at any time before delivery of the cards to the employer.

In Mr. Justice Culliton's view, delivery of the letter of March 14 to the employer before delivery of the cards nullified and abrogated the authority contained in the cards, just as in the law of contract the revocation of an offer before acceptance nullifies the offer.

In his opinion, the Board erred in law in not holding, in respect to the 44 employees, that the request for deduction of union dues presented to the employer on March 29 had been revoked and abrogated by the letter of March 14 and therefore no valid request in writing to the employer to deduct union dues had ever been given by the said 44 employees as required by Section 25 of the Act.

The Court held that the error in law was apparent on the face of the record and the order of the Board was to be quashed. *Regina v. Labour Relations Board of Saskatchewan, ex parte Army & Navy Department Store Ltd.*, (1962), 34 D.L.R. (2d), Part 2, p. 149.

Saskatchewan Court of Appeal...

.. upholds Labour Relations Board's ruling that employer was guilty of unfair labour practices

On May 4, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, upheld the Labour Relations Board's finding that an employer was guilty of unfair labour practice under the Saskatchewan Trade Union Act. The Court held that, by virtue of Section 17 of the Act, the decisions of the Board are not reviewable by the Court unless the Board exceeded its jurisdiction or the Board's decision showed an error on the face of the record. Further, the Court held that the Board is not required to record the evidence upon which findings are based, nor may the Court look at the evidence.

On May 13, 1961, the Labour Relations Board issued a finding that Tag's Plumbing and Heating Ltd. had been engaging in unfair labour practices within the meaning of Section 8 (1) (a), (e) and (f) of the Trade Union Act, and ordered the company to refrain from engaging in the said unfair labour practices.

The company, on *certiorari*, applied to the Court to quash the Board's order on the following grounds:

1. The Board was without jurisdiction to make the order as the union involved (Rock, Tunnel and Potash Workers Union, Local 877) came into existence on November 30, 1960, and therefore was not a trade union "directly concerned" as provided by Reg. 3 of the Rules and Regulations of the Labour Relations Board, as it was not in existence at the time the alleged offences took place in July and August 1960.

2. The Board was without jurisdiction to make order within Section 8 (1) (a) because the alleged unfair labour practices were not made in respect of employees as defined by Section 2, para. 5 of the Act.

3. The Board erred in finding that the company "continues to engage in unfair labour practices" and such error was apparent on the face of the record.

4. The Board was without jurisdiction in ordering and requiring the company "to refrain from engaging in the unfair labour practices" as the order was issued in connection with the events which took place in the fall of 1960 and were not of a continuing nature; the Board had no jurisdiction to order and require an employer to refrain from engaging in an unfair labour practice which has not yet taken place and such error was apparent on the face of the record.

5. The Board, on the basis of the evidence referred to in the order, was in error in finding unfair labour practices under Section 8 (1) (e) and such error was apparent on the face of the record.

6. The Board erred in law in finding unfair labour practices under Section 8 (1) (f) in that it failed to inquire into evidence that the company had required, as a condition of employment, that any person should abstain

from joining or assisting or being active in a trade union, and such error was apparent on the face of the record.

7. The Board, having found that the union "is a trade union," erred in law in finding that the company did "intertere with the employees in the exercise of their right to organize and to form the respondent union," and such error of law was apparent on the face of the record.

8. The Board erred in law in finding that the company interfered with the employees in their right to bargain collectively through the representatives of their choice without first finding that it was an appropriate unit for bargaining collectively, and that such failure was a declining of jurisdiction by the Board and was apparent on the face of the record.

Counsel for the union and the Board argued that, because of the privative clause in the Act, *certiorari* did not lie to quash the order. Further, they submitted that the order and determination made by the Board were within the Board's jurisdiction and, even if the Board did err in either law or fact when acting within its jurisdiction, unless the error in law was apparent on the face of the record, *certiorari* could not be granted to quash the order. An error in law in respect of jurisdiction would have to be an error in law by the Board on some extrinsic or collateral matter upon which the jurisdiction of the Board was dependent.

Section 17 of the Saskatchewan Trade Union Act is as follows:

S. 17. There shall be no appeal from an order or decision of the Board under this Act, and the Board shall have full power to determine any question of fact necessary to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by any *certiorari, mandamus,* prohibition, injunction or other proceeding whatever.

Mr. Justice Culliton, who delivered the judgment of the Court, was of the opinion that, where there is such a privative clause, the law is well settled and the Court, in *certiorari* proceedings, is restricted to determining whether or not the inferior court or tribunal acted within its jurisdiction (including matters akin thereto, such as bias, denial of natural justice and fraud) or whether there was error on the face of the record. The problem that confronts the Court when the Board errs is whether the error is one going to jurisdiction or one on an issue within its jurisdiction.

Next, Mr. Justice Culliton dealt with grounds 1 and 2 of the application, where the company alleged that the Board was without jurisdiction to make the order, as the union was not in existence at the time of the happening of the alleged offences and therefore was not a trade union "directly concerned" as provided by Reg. 3 of the Rules and Regulations, and that the evidence established that the allegations were not made in respect of "employees" as defined by Section 2, Para. 5 of the Act.

Regulation 3 (1) of the Rules and Regulations of the Labour Relations Board is as follows:

3 (1). Any trade union, any employer or any person directly concerned may apply to the Board for an order requiring any person to refrain from violations of the Act or from engaging in any unfair labour practice.

The union alleged that for some time members of the union and employees of the employer had been attempting to organize into a trade union for the purpose of collective bargaining, and the employer had from time to time conducted interrogations of its employees with a view to determining whether or not employees were participating in the activity of the union.

In Mr. Justice Culliton's opinion, these allegations, if correct, clearly established the union as one "directly concerned." It was for the Board to find whether the trade union was one directly concerned, and having done so, it was not a matter subject to review by the Court. It was for the Board, too, to decide the effect, if any, to be given to the fact as to the date the union received its charter.

It was for the Board, Mr. Justice Culliton continued, to determine whether the employer had interfered with the employees in the exercise of their rights to organize and form a trade union; or had discriminated in regard to hiring prospective employees with a view to discouraging membership or activity in a trade union, or had required, as a condition precedent of employment, that employees or prospective employees should abstain from joining or assisting or being active in a trade union.

To carry out this duty, the Board had to decide the status of the individuals concerned, that is, whether they were employees within the meaning of the Act. This, again, was a matter wholly within the Board's jurisdiction, and its determination could not be questioned by the Court. The Court, under these circumstances, had no right to look at the evidence, Mr. Justice Culliton added.

Dealing with the company's contentions, listed as grounds 3 to 7, all of which alleged error in law apparent on the face of the record, Mr. Justice Culliton was of the opinion that the findings of the Board complained of in these various grounds were findings that it was within the Board's jurisdiction to make. The allegation of error in law on the face of the record can only be substantiated if the Board is bound

not only to record its findings, but also the evidence upon which the findings were based. The company argued that it was the duty of the Board to find the facts and to record them, and this the Board had failed to do.

In support of this submission, counsel for the company referred to the statement of MacDonald, J. A., who, in delivering the judgment in *John East Iron Works Ltd. v. Labour Relations Board of Sask.* (1949), 3 D.L.R. 51 at p. 58, said: "Not only is it the duty of the Board to find the necessary facts but it is also its duty to record them."

Mr. Justice Culliton did not construe this statement as a requirement that the Board record the evidence upon which its findings are based. In the order under review, the Board found and recorded the facts of the company's interference with the employees' attempt to organize into a trade union and the company's discrimination in regard to hiring or tenure of employment with a view to discouraging membership or activity in or for labour organizations.

Such a finding and recording, in Mr. Justice Culliton's opinion, completely satisfied the requirements both of the Act and of the directions of MacDonald, J. A. As, in his opinion, no error was apparent on the face of the record, and the findings attacked in grounds 3 to 7 were within the Board's jurisdiction, the Court could not review the evidence as to whether they were made correctly or erroneously.

As to the company's contention listed as ground No. 8 in the application, Mr. Justice Culliton held that there is nothing in the Act requiring the Board to determine, before making the order, that the trade union represented a majority of the employees or that it was a unit appropriate for bargaining collectively. In his view, to review the order of the Board on the grounds upon which it was attacked, the Court would be exercising an appellate and not a supervisory jurisdiction.

The Court dismissed the company's application and upheld the Board's order. *Regina v. Labour Relations Board of Saskatchewan, ex parte Tag's Plumbing and Heating Limited,* (1962), 34 D.L.R. (2d), Part 2, p. 128.

Recent Regulations under Provincial Legislation

Quebec issues special minimum wage order for sawmill employees. Ontario lays down safety rules governing exploration, drilling and production of gas and oil

In Quebec, a new minimum wage order for the sawmill industry set a general minimum of $1.10 an hour for employees in Zone I and of $1 an hour for employees in Zone II, with special rates for certain categories of workers.

Amendments to the regulations under the Ontario Energy Act governing the exploration, drilling and production of gas and oil lay down new safety rules for employers and employees.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission recently issued a special order for the sawmill industry, which set a general minimum of $1.10 an hour for employees in Zone I and of $1 an hour for those in Zone II. Previously, these employees were subject to Order 4, 1960, the general order covering the majority of unorganized workers in the province, which provides for a minimum wage of 70 cents an hour in Zone I and of 64 cents in Zone II.

The new order, No. 30, 1962, went into effect on October 6, the date of publication, and will remain in force until May 1, 1964.

Coverage

The new order covers all sawmill workers except employees subject to a decree under the Collective Agreement Act, the employer's consort, members of the clergy or of a religious order and employees of a non-profit organization. Employees in sawmills producing lumber used exclusively in logging operations are also exempt, as they come under the forestry order (No. 39, 1962).

For purposes of the order, "sawmill" means any establishment where the sawing, ripping, working, planing, drying, piling or shipping of lumber and related operations are carried on, including portable sawmills. The order does not cover persons engaged in the joining of wood.

Zones

As has been indicated, rates are set on a zone basis. Zone I comprises Metropolitan Montreal, which includes the Island of Montreal, Ile Jésus, Ile Bizard and the County of Chambly. Zone II covers the rest of the province.

Hours

The regular work week for sawmill employees is 54 hours, except in the case of a few categories of workers who are deemed to have no regular work week and are therefore not entitled to overtime. These are: cooks and their helpers, caretakers who are provided with board, and watchmen who are not stationary engineers or firemen.

Minimum Rates and Overtime

The new minimum rates—$1.10 an hour in Zone I and $1 in Zone II—apply to all sawmill employees except a few classes of workers for whom special rates are set. Machinists, sawfilers, stationary engineers, firemen and machine operators must be paid at least $1.25 an hour in Zone I and $1.15 in Zone II.

The minimum for employees under 18 years of age and for handicapped workers is 70 cents an hour in Zone I and 65 cents in Zone II. Caretakers continuously supervising their employer's establishments who are provided with free board and lodging on the premises must be paid at least $65 a week in Zone I and $60 in Zone II.

Every employee called to work less than the regular working day must receive at least three hours pay at the applicable minimum rate unless he refuses to do the work required of him.

Every employee with a regular work week must be paid time and one-half the minimum for overtime work. However, employees paid on fixed weekly basis who receive $65 or more a week in Zone I and $60 in Zone II are not entitled to overtime.

Deductions

If board and lodging are provided by the employer, the maximum charge permitted is $1.65 a day or 55 cents a meal. Charges for the rental or use of bedding are expressly forbidden.

As in other orders, deductions from the minimum wage are prohibited unless imposed by an Act or court order.

Weekly Rest and Vacations

All sawmill workers must be given a weekly rest of 24 consecutive hours or two periods of 18 hours each. They are also entitled to the vacation benefits provided in the vacation order (No. 3, 1962).

Records, Earnings Statements

Employers are required to keep records showing the following particulars with respect to each employee: name, age and address, occupation, date of commencement of employment, pay period, hours of beginning and finishing work, total number of hours worked, overtime hours, wage rate, gross wages, deductions, take-home pay and particulars regarding vacations prescribed by the vacation order. Particulars as to hours and overtime need not be recorded for employees paid a fixed weekly wage who receive $65 or more a week in Zone I or $60 in Zone II.

On pay day, every employee must be given a pay statement giving the employer's name and the following other information: the employee's name, the pay period, total number of hours worked by the employee with overtime shown separately, his wage rate and gross wages, deductions and take-home pay. Particulars regarding hours and overtime need not be shown if an employee is paid on a fixed weekly, monthly or yearly basis and receives $65 or more a week in Zone I and $60 in Zone II.

Ontario Energy Act

Among other changes, new regulations under the Ontario Energy Act governing the exploration, drilling and production of gas and oil set out a new safety code for employers and employees. The new regulations, which amend O. Reg. 156/61, were gazetted on September 8 as O. Reg. 220/62 and O. Reg. 221/62.

The regulations now place a specific obligation on employers and workmen to obey the new safety code. Every owner or operator of a drilling rig must enforce the new safety requirements and ensure their observance by all his employees. If the owner or operator of a drilling rig permits only his employees, inspectors and other authorized persons to be admitted to the drilling rig or well site, he must post a notice to this effect. Every workman must perform his duties in accordance with whatever rules apply to his work.

No drilling rig, machinery, tool or other equipment may be used if it is unsafe, or is not constructed or operated safely. Tools and equipment must be kept in good repair. On drilling rigs, all chain drives, belt drives, pinions, gears, couplings and other moving parts must be effectively guarded.

A further provision prohibits the commencement of spudding or drilling until all moving parts of machinery used in these operations are guarded and all necessary floors, stairways and handrails are installed.

Another related provision specifies that every drilling rig floor must have an exit on at least two sides; exit doors must open outward and be unlocked when workmen are employed on the drilling floor. Every floor, walk, ladder or platform must be properly constructed of sound material and kept in good condition. All platforms

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UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of August was lowest August total since 1956 and was 13 per cent below total for August 1961 Total of initial and renewal claims during month also drops, statistics* show

Claimants for unemployment insurance benefit numbered 198,700 on August 31. This figure is the lowest total for August since 1956, and is some 30,000, or about 13 per cent, below that of August last year. It is also a little more than 6 per cent below the July total of 212,000.

Almost two thirds of the claimants were men, a proportion that was almost unchanged from that of the previous month and that of August 31, 1961.

Of those on continuous claim for four weeks or less, 70 per cent were men; of those on continuous claim for a longer period, 61 per cent.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in August numbered 98,800, which was 13,600, or 12 per cent, below the July total, and nearly 20 per cent below the total of August last year.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in August was estimated at 157,100, compared with 150,400 in July and 186,600 in August 1961.

Payments during the month amounted to $15,900,000, which was almost 10 per cent more than in July but 15 per cent less than the total paid in August 1961.

The increase in payments, in contrast to the decline in the number of claimants and claims filed, is the result of a lag in the receipt of data on payments. Payments are counted in the month in which the duplicate payment vouchers are received in the Treasury offices of the Unemployment Insurance Commission for accounting purposes, but the unemployment to which they apply may have occurred before that month.

See Tables E-1 to E-4, p. 1323.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

The average weekly benefit payment was $22.97 in August, $22.98 in July and $22.98 in August 1961.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August showed that insurance books or contribution cards had been issued to 4,557,681 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

At August 31, registered employers numbered 337,730, an increase of 1,173 since July 31.

Enforcement Statistics

During August, 8,046 investigations were conducted by enforcement officers across Canada. Of these, 4,946 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 143 were miscellaneous investigations. The remaining 2,957 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 187 cases, 82 against employers and 105 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,590.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled $30,483,837.79, compared with $31,095,690.37 in July and $28,939,859.40 in August 1961.

Benefits paid in August totalled $15,878,046.40, compared with $14,511,555.80 in July and $18,865,698.04 in August 1961.

The balance in the Unemployment Insurance Fund on August 31 was $59,833,764.42; on July 31 it was $45,227,973.03 and on August 31, 1961 it was $130,846,070.49.

Monthly Report on the Operations of the National Employment Service

In the first nine months of 1962, more than 1,000,000 placements were effected through the local offices of the National Employment Service. The million mark in placements was reached two months earlier than last year.

The cumulative total was 21.9 per cent higher than that for the corresponding period of 1961. The 1962 nine-month total is also higher than the corresponding period in any previous year since 1945.

Some 134,300 placements were made during September alone, an increase of 12.6 per cent over September 1961, and higher than in any previous September since 1944. Placements of men amounted to some 91,600, up over last year by 14.0 per cent; placements of women rose by 9.7 per cent to 42,700.

Some 15,000 of the placements effected during September involved the movement of workers from one local office area to another, through the clearance facilities of the National Employment Service. This was a considerably higher number than during August as a result of the large-scale movement of harvest workers that normally occurs during September. It was also higher than a year ago.

Regionally, the following percentage change in total placements occurred from September 1961:

Atlantic	+ 5.5
Quebec	+14.0
Ontario	+13.7
Prairie	+10.1
Pacific	+14.7

Vacancies notified by employers during September followed a pattern very similar to that of placements. A total of 147,000 vacancies was recorded, a number 12.5 per cent higher than that a year ago. Vacancies for men showed a stronger rate of increase than those for women.

During the first nine months of 1962, a total of more than 1,178,000 vacancies were notified to NES local offices, a higher total than that for the corresponding period in any year since 1947.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB 2039, August 29, 1962

Summary of the Main Facts: The claimant, who became 65 years of age on January 26, 1962, made an initial application for unemployment insurance benefit on January 8, 1962. He stated that he had been employed by the XYZ Railways from 1944 to January 7, 1962. He was a stationary engineer.

The claimant stated also that he was released because he had reached the retirement age, while the employer said that he was "retired on pension." The employer also indicated that the claimant would receive "vacation allowance from January 10 to January 31, 1962 (16 days)." Further information received from the payroll department of the employer confirmed that the claimant was paid holiday pay for 128 hours at $2.033 an hour or a total of $260.22. His normal working week consisted of eight hours a day, five days a week, and his daily rate of pay was $16.26.

On the evidence before him, the insurance officer notified the claimant on February 19 that he was disqualified and that

*These do not necessarily relate to the investigations conducted during this period.

benefit was suspended from January 7 to January 27, 1962, inclusive, for the following reasons:

You were in receipt of your usual remuneration for full working weeks while your contract of service continued, and have therefore not proven that you were unemployed, as required by Section 57 (1) of the Unemployment Insurance Act and Regulation 155 (5).

The claimant was also notified that his earnings for the week commencing January 28, 1962, were determined to be $16.26 (Regulations 172 and 173 of the Act).

The claimant appealed to the board of referees on February 23, 1962, and said:

I wish to appeal the decision of the insurance officer in the above-noted claim inasmuch as the decision was rendered under Regulation 155 and not Section 172 . . .

The hearing by the board of referees, on March 27, was attended by the claimant and his representative, who submitted a brief which reads:

There are two questions before the board:

1. Has the claimant proven that he was unemployed from the 7th January, 1962, to 27th January, 1962, while in receipt of his usual remuneration while under contract of service with his former employer?
2. Was the determination of earnings as shown in Exhibit 4 properly made?

The second question is dependent upon a negative answer to the first. If the claimant was unemployed, had no earnings within the meaning of the Act, the second question cannot be asked. Moreover, the first question is tendentious in its wording as it states the claimant was in receipt of his usual remuneration. I contend that the claimant was not in receipt of his usual remuneration within the meaning of the Act.

I wish to submit on behalf of the claimant that his case should have been decided under Regulation 172 (2) and not under Regulation 155 (5), and that the relevant Umpire decision is CUB 1777 and not CUB 1869.

1. Regulation 172 (2) states "For the purpose of Subsection (1) (i.e., for the purpose of determination of 'earnings of a claimant to be taken into account . . . for all other purposes related to entitlement to benefit' . . .) that portion of the income of a claimant that is derived from any of the following sources shall *not* be considered as earnings:

. . . (g) holiday pay or credits, other than for any day described in Subsection (7) of Section 173 (i.e., . . . a holiday or non-working day observed as such by law, custom or agreement, or for holidays or non-working days attendant upon a holiday or non-working day as mentioned in Section 156—('general continuous holiday')), payable to a claimant at the time of, or after, his separation from employment, or prior thereto in contemplation of the separation, unless there is a general continuous holiday occurring at the place where he was employed . . ."

Under Regulation 172 (2) I submit that holiday pay should not be considered as earnings for the purpose of determining entitlement to benefit.

2. I submit further that the relevant Umpire decision is CUB 1777. In this case, dated September 29, 1960, holiday pay of a maintenance mechanic accumulated over three years was ruled to be earnings by insurance officers. The claimant appealed.

The board of referees ruled that holiday pay constituted earnings up to March 26, 1960, but did *not* constitute earnings as of March 27, 1960, the effective date of amendments to the Unemployment Insurance Act and Regulations. The Board of referees declared in its decision: "In respect of the item $27.03 for the week commencing 27 March 1960, this amount is not earnings, in accordance with the amendment to Regulation 172, effective 27 March 1960."

The claimant appealed with respect to holiday pay prior to 27 March 1960. The Umpire dismissed the appeal and upheld the decision of the board of referees that holiday pay was earnings to 26 March 1960, but not earnings as of 27 March 1960.

3. I wish to submit further that CUB 1869 is not pertinent to this case, as in that case Regulation 172 was not before the Umpire and not involved in any way. The claimant on that occasion did not dispute the disposition of his case under Regulation 155.

4. I wish to submit finally that in the latest identical case which we have appealed to a board of referees (Claim No. 512-D-16344), which was heard on 20 March, 1962, the board ruled as follows:

"Conclusion:

The board is of the opinion that the claimant has proven that he was unemployed from the 28 January 1962, to the 26 February 1962, inclusive, within the meaning of the Act, and that the submissions of the claimant that Section 172 (2) (g) and CUB 1777 properly apply in this case, and that on the evidence, the vacation pay should not be considered as earnings.

Decision:

The decision of the insurance officer is reversed and the appeal of the claimant is allowed."

The unanimous decision of the board of referees, which allowed the appeal and reversed the decision of the insurance officer, reads:

. . . We propose to consider this problem under three separate questions, namely, contract, regulations, i.e., regulations 155 (5), 172 and 173, the reported cases CUB 1869 and CUB 1777.

Contract—The claimant was employed by the [XYZ Railways] for approximately 18 years, ending 7 January 1962, at which time he was retired. It is our submission that his contract ended on this date, and any benefits derived therefrom after 7 January 1962 were paid him as a result of hours worked prior to 7 January 1962. On a pure contract basis, consideration must flow from both parties, i.e., for work done by the claimant he is paid wages and the benefits which he derived after 7 January accrued to him after his period of employment. The company could not demand, as a right, any further work from him after 7 January, however he could demand as a right the payment of vacation pay accrued prior to 7 January 1962. This payment could not be construed in any way as a bonus.

Regulations—We submit that Regulation 155 (5) and Regulation 172 (2) (g) must be read together in this case, otherwise they contravene the intention of Parliament. We submit that 155 (5) could be considered as a section to cover a claimant who is being paid wages in contemplation of his return to work,

which is not the case under consideration. Regulation 172 (2) (g) clearly states that holiday pay shall not be considered as earnings, with one exception, and we submit that this exception is not applicable to this case. In summary, we submit that this man received vacation pay within the meaning of 172 (2) (g), which accrued to him prior to 7 January 1962 and cannot be considered as earnings for the purposes of the Act.

Reported Cases—The insurance officer has referred us to CUB 1869 and we submit with all respect that the Umpire did not consider regulation 172 (2) (g). The claimant's representative referred us to CUB 1777 and it is interesting to note that vacation pay prior to 27 March 1960, the date of the amendment of the regulation, was considered as earnings. However, the Umpire allowed the appeal of the claimant after the amendment, and therefore classified vacation pay as, not being earnings within the meaning of the Act. We submit that CUB 1777 more clearly indicates the intention of Parliament and follows the regulations as set forth, than does CUB 1869.

Conclusion:

For the above reasons, we hold unanimously that the claimant has proven that he was unemployed from 7 January 1962 to 27 January 1962, and further, that the determination of earnings as shown in Exhibit 4 are not properly made in that they should be designated as vacation pay pursuant to regulation 172 (2) (g) and therefore excepted . . .

The insurance officer appealed to the Umpire and said:

. . . 4. It is the recognized practice of the [XYZ Railways] to place its employees on holidays with full pay prior to terminating their employment at the time of their retirement. As retirement occurs at the end of the month in which the employee reaches his 65th birthday, the company places the employee on holidays as from a date that enables him to use up his holiday credits prior to the end of such month. His railway pension commences at the beginning of the following month.

5. A claimant who, in respect of a week during which his contract of service continues, receives his usual remuneration for a full working week, [and] is considered as fully working during that week notwithstanding that he may be excused from the performance of his normal duties or does not in fact have any particular duties to perform at that time. It follows, therefore, that if a claimant is not working but is receiving his usual remuneration, he cannot prove unemployment within the meaning of Section 57 (1) of the Act and Regulation 155 (5).

6. It is clear that the claimant . . . was in fact placed on holidays for the period 8 January to 31 January 1962, so that his employment terminated on 31 January 1962 only. His contract of service was continuing with full pay until 31 January 1962 and, therefore, he was not in the position of receiving holiday pay at separation in lieu of holidays not taken during employment.

7. The insurance officer invited the board's attention to CUB 1869, which covers a similar case of a railway employee who was retired on pension and who was considered as not unemployed while in receipt of his vacation pay prior to being placed on pension. However, the board chose to apply CUB 1777, which was referred to them by the claimant's union representative. CUB 1777 deals with a case where vacation pay was paid at the termination of the claimant's contract of service in lieu of holiday credits not used up prior to termination (Regulation 172 (2) (g)), and has no application in the . . . case.

8. It is submitted that the board of referees erred in its interpretation of the law and in allowing the claimant's appeal. It is respectfully submitted that the board of referees' decision should be reversed.

The brotherhood involved requested an oral hearing before the Umpire, which was held . . . on August 24, 1962. Mr. A represented the claimant and was assisted by Mr. B....., of the . . . Congress. Mr. C....., assistant legal adviser, and Mr. D....., an insurance officer, represented the Commission.

During the hearing, Mr. A....., the claimant's representative, produced a document which reads in part:

XYZ Railways

..... Area

Office of Supt. Equipment,

..... November 24, 1961

Bulletin ... to Classified and Unclassified Labourers—former . . . District

The following job or position is vacant and applications for same will be received in the office of the undersigned on Form . . . up to 12.00 noon, Tuesday, December 5, 1961.

Item 1—One only Stationary Engineer . . . Power Plant, rate $2.033 per hour. Monday and Tuesday assigned days off. To work as follows:

Wednesday—8.00 a.m. to 4.00 p.m.

Thursday, Friday, Saturday and Sunday—12.01 a.m. to 8.00 a.m.

Effective January 10, 1962.

[Claimant] retired.

Considerations and Conclusions: The primary condition which a claimant must fulfil to be "entitled to be paid benefit in respect of his unemployment" during any week in his benefit period is, according to Section 54 (1) of the Act, to prove that he was unemployed during that week. Consequently, if he fails to do so, he is not entitled to be paid any benefit, and it is self-evident that when a claimant is not entitled to be paid any benefit, the question of whether "earnings" should be deducted therefrom (Section 56 of the Act) does not and cannot arise. As a corollary, all of a claimant's "income arising out of his services for any person," and I mean even the "earnings" which must not be deducted from benefit in accordance with Subsection (2) of Regulation 172, can be used in determining the unemployed status of a claimant, if the Act or the Regulations contain, as in the present case, provisions to that effect.

Section 57 (1) of the Act provides:

For the purposes of this Act, a person is unemployed during a week if he does not work a full working week.

"Full working week" is defined in Regulation 155, and Subsection (5) thereof reads:

> A claimant who, in respect of a week during which his contract of service continues, receives or will receive his usual remuneration for a full working week, shall, notwithstanding that he may be excused from the performance of his normal duties or does not in fact have any particular duties to perform at that time, be considered, within the meaning of Section 57 of the Act, as fully working during that week.

Therefore, as the first question to be examined is whether the present claimant has proved that he was unemployed during the period January 7 to January 31, 1962, the question now becomes one of: (a) whether his contract of service continued during that period and (b) whether the claimant received his "usual remuneration for a full working week" in respect of each one of the weeks commencing January 7, January 14, January 21 and January 28, 1962. In other words, the question is whether the claimant was entitled to benefit, *and not* whether his remuneration was or could be considered as earnings under Regulation 172.

Regarding (a) above, the fact that the person who replaced the claimant presumably started to work on January 10, 1962, does not necessarily mean that the claimant was no longer an employee of the [XYZ Railways] as of that date, particularly as there is definite evidence to the contrary. In fact, the employer indicated that the claimant was on vacation during the period in question, and a person on vacation, as a general rule, continues to be under a contract of service. Moreover, during the hearing. [A, the claimant's representative] stated that the time spent on vacation by the claimant counted as part of his period of service. All this and the fact that the claimant received his usual remuneration are, in my opinion, sufficient to prove that the claimant's contract of service continued during the whole of the period in question, and I so decide.

Regarding (b) above, the record shows that the claimant "received his usual remuneration for a full working week" in respect of the weeks commencing January 7, January 14 and January 21, 1962, but he did not receive his usual remuneration in respect of the week commencing January 28, 1962. Consequently, as the claimant was under a contract of service, he shall be considered "as fully working," that is, not unemployed during the first three weeks mentioned above and I so decide also. However, he was not "fully working," that is, he was unemployed during the week commencing January 28, 1962.

As the claimant has proved that he was unemployed during the latter-mentioned week and, therefore, was entitled to be paid benefit in respect of that week, the question to be decided is whether the remuneration in the amount of $16.26, which he received from his employer, was an income coming under Subsection (1) or Subsection (2) of Regulation 172.

Subsection (1) of this Regulation is an all-embracing provision, and holiday pay of any description received by a claimant under any circumstances is obviously an income arising out of his services or of his contract of employment. However, notwithstanding that an income may be of the kind described in that subsection, it does not necessarily mean that it must be considered as earnings, and this applies to holiday pay. In fact, so far as is relevant, Subsection (2) of Regulation 172 reads:

> For the purpose of subsection (1) that portion of the income of a claimant that is derived from any of the following sources shall not be considered as earnings:
> (g) holiday pay . . . payable to a claimant at the time of, or after, his separation from employment or prior thereto in contemplation of the separation . . .

In the present case, the record shows that the remuneration in the amount of $16.26, which the claimant received from his employer, was holiday pay, and that it was paid to him prior to his separation from employment and in contemplation thereof. Therefore, the holiday pay which the claimant received in respect of the week commencing January 28, 1962, shall not be considered as earnings, and I so decide.

But for what I have just decided in respect of the week commencing January 28, 1962, I consequently allow the insurance officer's appeal.

Immigrants to Canada during the first nine months of 1962 totalled 56,568, a slight increase from the total of 56,168 in the corresponding period of 1961, according to the Department of Citizenship and Immigration.

Of the nine-month total, 28,506 were classed as destined for the labour force, and 28,062 were dependents and others.

An analysis by occupation showed that the largest number of immigrants were classed under manufacturing, mechanical and construction; this group totalled 7,608.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 163 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 123 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 116 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	181	$923,116.00
Post Office	3	129,475.00
Transport	1	15,975.75

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein, and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of $4,130.35 was collected from 10 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to supply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 94 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Crystal City Man: Harris Construction Co Ltd, construction of Crystal City project. *Near Stephenfield Man:* Beattie Ramsay Construction Co Ltd, construction of Stephenfield Dam on Boyne River. *Near Gainsborough Sask:* Harris Construction Co Ltd, construction of dam on Gainsborough Creek. *Near Mankota Sask:* Pedersen Construction Ltd, repairs & improvements to Summercove Dam. *Near Outlook Sask:* Dominion Bridge Co Ltd, supply & installation of tunnel control gates & embedded parts for South Saskatchewan River Dam; Saskatchewan Steel Fabricators Ltd, supply & installation of second stage of tunnel ring beams, South Saskatchewan River Project. *Near Carolside Alta:* Ostberg Construction, construction of Carolside Dam Spillway.

Atomic Energy of Canada Limited

Chalk River Ont: Frankel Steel Construction Ltd, 2nd north extension, Metallurgy Bldg 465. *Whiteshell Man:* Malcolm Construction Co Ltd, construction of powerhouse bldg No 911, Nuclear Research Establishment; Marshall Wells of Canada Ltd, fencing, Nuclear Research Estabishment; Nelson River Construction Ltd, supply & installation of hardstand catch basin & storm drain, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Greenwood N S: Watkinson Ltd, site improvement for school (DND 11/60), RCAF Station; Watkinson Ltd, site improvement from 200 housing units (DND 12/60). *Halifax N S:* Banfield & Miles, exterior painting of 50 housing units. *New Glasgow, Stellarton & Trenton N S:* Banfield & Miles, exterior painting of 119 housing units. *Fredericton N B:* R L Kilburn Ltd, exterior painting of 154 housing units. *Saint John N B:* Maritime Gardeners Ltd, site improvement for 100 housing units (EP4/59). *Chicoutimi Que:* Peinture & Decoration Enrg, exterior painting of houses (3/49). *Montreal Que:* Edgar Milot Inc, exterior painting at Villeray Terrace Housing Project; Dependable Painting Ltd, interior painting of Cloverdale Park Apts. *Ottawa Ont:* Filterlite Industries Ltd, supply & installation of self-storing aluminum storm windows, Strathcona Heights Housing Project. *Pembroke Ont:* Stanley E Krueger, conversion of gravity type furnaces to forced air burners (CHMC 1/54). *Vancouver B C:* Continental Painters & Decorators, interior decorating of Vancouver Apartments; Neil Mayer Ltd, interior decorating of Vancouver Terraces; Blanchet Bros, interior decorating of New Westminster Apartments.

In addition, the Corporation awarded 13 contracts containing the General Fair Wages clause.

Department of Citizenship and Immigration

Miramichi Indian Agency N B: A G Kenny, completion of water supply system, Red Bank IR. *Kenora Indian Agency Ont:* T Zelmer Construction Co Ltd, improvements to dormitory washroom facilities, Kenora IRS.

Defence Construction (1951) Limited

Bedford N S: L E Powell & Co Ltd, relocation of railway siding (roadwork, grading, guard house, siding shed), Naval Magazine; The Canada Gunite Co Ltd, repairs to north jetty, Naval Magazine. *Greenwood N S:* Roy V Germain Ltd, ceilometer & transmissometer installation (electrical control distribution system), RCAF Station. *Renous N B:* Diamond Construction (1962) Ltd, repairing & seal coating of asphalt pavement, RCN Ammunition Depot. *St Hubert Que:* Arno Electric Reg'd, ceilometer & transmissometer installation (electrical control distribution system), RCAF Station. *Shirley Bay Ont:* John Inglis Co Ltd, supply & installation of new boiler. Trenton Ont: Hugh Murray Ltd, construction of GCA Bldg, RCAF Station. *Moose Jaw Sask:* Beattie Ramsay Construction Co Ltd, construction of two runways, aprons & connecting taxiways, RCAF Station. *Namao Alta:* Asphalt Services Ltd, reconstruction of roads, curbs, drainage & portions of driveways, RCAF Station. *Ralston Alta:* H J Hare Roofing, re-roofing 93 PMQs; Caproco Corrosion Prevention Ltd, sandblasting & painting, Community Centre, DRB. *Comox B C:* Henry J Kaiser Co (Canada) Ltd, & Gilpin Construction Co Ltd, construction of engine run-up pad & taxiway, RCAF Station. One contract in the restricted category was awarded.

Building and Maintenance

St Hubert Que: Malach Roofing & Flooring Ltd, re-roofing hangar No 10, RCAF Station. *Valcartier Que:* Delphe Maranda Enr, supply & installation of 325 combination storm & screen doors, Camp. *Camp Borden Ont:* Imperial Insulation & Roofing Co, re-roofing of six bldgs, RCAF Station. *Centralia Ont:* Cornell Construction Co Ltd, sand sealing of runways, RCAF Station. *Kingston Ont:* Donald M Hawkins Ltd, exterior painting of 16 bldgs, RMC; T A Andre & Sons Ltd, installation of sprinkler system, stone frigate, RMC. *Rockcliffe Ont:* O'Leary's (1956) Ltd, asphalt repairs, RCAF Station. *Uplands Ont:* Malach Roofing & Flooring Ltd, re-roofing of hangar 12 & Bldg 16, RCAF Station. *Fort Churchill Man:* Alberta Building Co Ltd, repairs to water storage tank. *Portage la Prairie Man:* Superior Roofing Co Ltd, reshingling of three hangars, RCAF Station. *Moose Jaw Sask:* Asphalt Services Ltd, resurfacing of parking areas, RCAF Station. *Cold Lake Alta:* Taylor Decorating Ltd, exterior painting of 215 PMQs, RCAF Station.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Cornwallis N S: L G & M H Smith Ltd, construction of timber-shore protection wall, HMCS *Cornwallis. Halifax N S:* John A Kennedy Co Ltd, supply & installation of four condensers outside bldg No 26, Willow Park; James F Lahey Ltd, exterior painting of central heating plant, Bldg 8, Shannon Park Married Quarters. *Sydney N S:* Cabot Construction Co Ltd, repairs to roofs of three bldgs, Point Edward Naval Base. *Moncton N B:* C W Ritchie & Sons Ltd, re-insulation of boilers, piping & tanks & replacement of make-up boiler water tank, Moncton Garrison. *Lac St Denis Que:* Delphis Cote Ltd, roof repairs, Bldg No 8, RCAF Station, Morin Heights. *St Hubert Que:* Canadian Refractories Construction Ltd, repairs to drying beds & digestors, RCAF Station. *Valcartier Que:* Construction Orleans Inc, paving & patching of roads at CARDE. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, exterior painting of 78 PMQs, RCAF Station. *Centralia Ont:* Towland Construction Ltd, resurfacing of parade square, RCAF Station. *Ottawa Ont:* O'Leary's (1956) Ltd, repairing road surfaces, RCAF Station, Uplands. *Winnipeg Man:* Norlen Painting & Decorating, exterior painting of 55 PMQs, Fort Osborne Barracks. *Ralston Alta:* Amalgamated Plastering Co Ltd, stucco coating of bldgs, Suffield Experimental Station.

In addition, this Department awarded 39 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded one contract containing the General Fair Wages Clause.

National Capital Commission

Ottawa Ont: Sirotex Construction Ltd, construction of pedestrian underpass, Carleton, St, Ottawa River Parkway.

National Harbours Board

Halifax N S: Canadian Comstock Co Ltd, heating system additions, Pier 2. *Montreal Que:* The Highway Paving Co Ltd, drainage of wharf area & construction of road, Sections 50-54; J G Fitzpatrick Ltd, reconstruction of Papineau Ave underpass, Sections 26-27; Grant-Mills Ltd, repairs to wharf, Sections 26-27.

Department of Northern Affairs and National Resources

Banff National Park Alta: Burns & Dutton Concrete & Construction Co Ltd, installation of water system for Lower Lake Louise Townsite. *Jasper National Park Alta:* L G Bittorf Brick & Stone Construction, construction of masonry portion of service bldg in Columbia Icefields.

In addition, this Department awarded six contracts containing the General Fair Wages Clause.

Post Office Department

This Department awarded 27 contracts containing the General Fair Wages Clause.

Department of Public Works

French River South P E I: Warren Maritimes Ltd, asphalt paving of parking area at retaining wall. *Wood Islands P E I:* The Island Construction Ltd, asphalt paving at ferry terminal. *Abbott's Harbour N S:* Kenney Construction Co Ltd, wharf repairs. *Pinkney's Point N S:* McNamara Marine Ltd, harbour improvements. *Salmon River N S:* B & M Comeau Construction, Co Ltd, wharf repairs. *Trout Cove N S:* E K Potter Ltd, wharf reconstruction. *Walton N S:* R A Douglas Ltd, wharf reconstruction. *Moncton N B:* Century Construction Ltd, alterations to federal bldg. *Robichaud N B:* Erectors & Constructors Ltd, wharf repairs. *Montreal Que:* Canadian Mechanical Handling Systems Ltd, installation of mechanical mail-handling equipment, Customs House, Youville Square. *Riviere au Renard Que:* Hector Blouin, repairs to Commercial Wharf; Clement Dumaresq, repairs to fishing harbour. *Ste Anne du Lac Que:* Quewest Construction Ltd, reconstruction of wharf. *St Antoine de Tilly Que:* Plessis Construction Ltee, construction of retaining wall. *St Denis sur Richelieu Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall. *St Vincent de Paul Que:* Leeds Bridge & Iron Works Ltd, supply, fabrication & erection of structural steel, C19 Bldg, St Vincent de Paul Penitentiary. *Gore Bay Ont:* P M Lechlitner, wharf improvements (small boat facilities). *Hamilton Ont:* Wilchar Construction Ltd, repairs to parapet walls, federal bldg. *Kitchener Ont:* Ramsay Contracting Co Ltd, construction of postal terminal bldg. *Little Current Ont:* Paul Lechlitner, wharf extension. *Ottawa Ont:* L Beaudoin Construction Ltd, alterations to partitions, Finance Annex Bldg, Tunney's Pasture; D J White Cartage, moving of museum specimens, canoes & totem pole from Cote Bldg, Hull, Que, to Victoria Museum; L Zuccarini Ltd, alterations to No 8 Temporary Bldg, Carling Ave; Capital Enterprises, alterations in certain areas, 555 Booth St. *Sault Ste Marie Ont:* Geo Stone & Sons Ltd, alterations to old federal bldg. *Toronto Ont:* Dominion Fire & Burglary Alarms Ltd, installation of electrical fire alarm system at Dominion Public Bldg, 1 Front St West. *Welland Ont:* R Timms Construction & Engineering Ltd, exterior repairs & painting, federal bldg. *Berens River Man:* Macaw & MacDonald Ltd, construction of wharf. *Winnipeg Man:* Modern Building Cleaning Services of Canada Ltd, interior cleaning of letter carrier depot "R." *Blubber Bay B C:* Harbour Pile Driving Co, wharf repairs. *Kamloops B C:* Smith Bros & Wilson Ltd, construction of federal bldg. *North Vancouver B C:* Burdett Construction Co Ltd, construction of addition to St Paul's IDS, Vancouver Indian Agency. *Port Coquitlam B C:* Fraser River Pile Driving Co Ltd, float renewal. *Hay River N W T:* Territorial Expeditors Ltd, construction of wharf for Department of Fisheries.

In addition, this Department awarded 29 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Cote Ste Catherine Que: Jean Noel Cote, repairs to stone wall of Administration Bldg, Cote Ste Catherine Lock. *St Lambert Que:* Monette Sand & Gravel Co, landscaping (1962), St Lambert Lock. *Chippawa Ont:* Garden City Painters, painting of Chippawa Creek Highway Bridge. *St Catharines Ont:* Hardrock Paving Co Ltd, repairs to roadway in vicinity of Lock 3, Welland Canal. *Thorold Ont:* Curran & Briggs Ltd, filling of Marlatt's Pond.

Department of Transport

Charlottetown P E I: Bedard-Girard Ltd, replacing lighting cables along runway 18-36. *Port Bickerton N S:* Nordbec Construction Inc, erection of combined fog alarm bldg & light tower. *Sambro Island N S:* Continental Construction Co Ltd, construction of three single dwellings, combined fog alarm & radio beacon bldg & storage shed & demolition of existing dwelling & fog gun house. *Saint John N B:* Modern Construction Ltd, seal coating of runways 14-32 & 05-23, & repairing aircraft parking apron. *Montreal Que:* Caledonia Electric Ltd, installation of lighting facilities, International Airport. *Calgary Alta:* Borger Structures Ltd, modification of VOR Bldg to allow installation of TACAN. *Edmonton Alta:* Mannix Co Ltd, construction of car park, entrance road & enlargement of aircraft parking area, International Airport; Lance Construction Ltd, modification of VOR Bldg to allow installation of TACAN. *Empress Alta:* Borger Structures Ltd, modification of VOR Bldg to allow installation of TACAN. *Fort St John B C:* Fuller & Knowles Co Ltd, converting heating facilities to natural gas, Airport. *Powell River B C:* General Construction Co Ltd, resurfacing of runway. *Vancouver B C:* Bennett & White Construction Co Ltd, extension & alterations to north air terminal bldg, International Airport.

Recent Regulations

(*Continued from page 1292*)

used in connection with rotary rigs must be adequately constructed, properly fastened, and provided with safety railings at least three feet high.

One of the provisions dealing with personal protective equipment stipulates that a safety belt, in good repair, must be provided for and worn by each workman when working above the derrick floor. The belt must be securely fastened to the derrick or mast. Hard hats are to be worn by all persons employed on or around a drilling rig during erection, operation, maintenance or dismantling.

The owner or operator of a drilling rig is required to provide safety goggles for workmen employed on or around the rig who are engaged in mixing chemicals, welding, chipping, grinding, hammering, and dressing bits, or are performing other operations hazardous to the eyes.

The regulations also provide that no workman may be required to enter any tank or other container used to store oil or its products unless all fumes have been removed, or he is wearing a mask and is attended by two other workmen.

Every drilling rig must have at least two 10-pound, soda-CO_2 extinguishers readily available to the drilling floor. Smoking is forbidden within 75 feet of equipment used for the separation, measurement or storage of oil or gas, or of any well where oil or gas may be exposed to the atmosphere.

Pipe racks must be adequately constructed and provision made to clear or pin material on the rack to prevent lateral movement except when required.

Each producer is required to report to an inspector immediately by the quickest effective means, and also by letter, any fire or explosion or any accident causing personal injury that occurs at an oil or gas well, pipeline, field battery installation or field storage tank that he owns, operates or controls.

PRICES AND THE COST OF LIVING

Consumer Price Index, October 1962

The consumer price index (1949=100) rose 0.4 per cent, from 131.0 to 131.5, between September and October. The October index was 1.8 per cent higher than the October 1961 index of 129.2.*

The food, housing, clothing, health and personal care, and recreation and reading indexes all moved to higher levels. The transportation index declined and the tobacco and alcohol index was unchanged.

The food index rose 0.3 per cent from 126.8 to 127.2 as prices were higher for eggs, beef, pork, citrus fruits, tomatoes and lettuce. Prices declined for most other fresh vegetables, apples, ham and turkey. In October last year this index was 123.3.

The housing index increased 0.1 per cent, from 135.2 to 135.4; both the shelter and household operation components were up. In shelter, rents were unchanged but the home-ownership index was higher. In household operation, lower prices for most appliances were not sufficient to offset higher prices for furniture, floor coverings, textiles, utensils and equipment, and household supplies. The housing index was 133.6 in October 1961.

The clothing index rose 2.0 per cent, from 113.3 to 115.6. Price increases occurred for most items of men's, women's and children's wear. Most of the movement, however, resulted from higher prices for women's suits and fur and winter cloth coats: the new season's prices for fur and winter coats were up from the end of last season as well as from those last October. Prices for footwear and piece goods were lower. The October 1961 clothing index was 113.6.

The transportation index declined 0.3 per cent, from 140.3 to 139.9, as a result of price declines for gasoline. No changes were recorded in the automobile index (prices for 1963 model passenger cars will be reflected in the November index). In October 1961 the transportation index was 140.0.

The health and personal care index increased 1.1 per cent, from 158.2 to 160.0. Higher fees for doctors, dentists and optical care in the health component, and a fractional increase in personal care supplies were responsible for the rise. This index one year earlier was 155.3.

The recreation and reading index rose 0.1 per cent, from 147.6 to 147.8, as higher prices occurred for some items in the recreation component. In October last year this index was 146.2.

The tobacco and alcohol index was unchanged at 118.0. A year earlier it was 117.3.

City Consumer Price Indexes, September 1962

Consumer price indexes (1949=100) declined between August and September in eight of the ten regional cities.* Increases occurred in the indexes for Edmonton-Calgary and Vancouver. Movements varied from decreases of 0.7 per cent in Montreal and Ottawa, to an increase of 0.4 per cent in Vancouver.

Food indexes decreased in seven cities, rose in two and were unchanged in the tenth. Housing indexes increased in six cities, decreased in two, and were unchanged in two. There were increases in the clothing indexes for nine cities; the tenth held steady. Prices for transportation dropped in all cities.

Indexes for health and personal care declined in six cities and remained constant in four. Recreation and reading indexes increased in two cities, dropped in five and were unchanged in three. There was no change in any city in the index for tobacco and alcohol.

Percentage changes in regional consumer indexes were: Montreal —0.7, Ottawa —0.7, Saint John —0.4, Halifax —0.3, Toronto —0.2, St. John's —0.2, Saskatoon-Regina —0.2, Winnipeg —0.1, Edmonton-Calgary +0.1, Vancouver +0.4.

Regional consumer price index point changes were: Montreal —0.9 to 130.7; Ottawa —0.9 to 131.5; Saint John —0.5 to 132.2; Halifax —0.4 to 130.9; Toronto —0.3 to 132.8; St. John's —0.2 to 118.5†; Saskatoon-Regina —0.2 to 128.1; Winnipeg —0.1 to 129.3; Edmonton-Calgary +0.1 to 126.6; Vancouver +0.5 to 130.2.

Wholesale Price Index, September 1962

The general wholesale price index (1935-39=100) declined in September to 241.8, down 0.3 per cent from the August index of 242.5 but 2.8 per cent above the September 1961 index of 235.3. Three of the

*See Table F-1, p. 1325.

* See Table F-2, p. 1325.

† On base June 1951=100.

eight major group indexes were lower and five higher.

The animal products group index moved down 0.9 per cent to 269.3 from 271.8, the vegetable products group index dropped 0.7 per cent to 210.8 from 212.3, and the textile products group index eased downwards 0.5 per cent to 243.1 from 244.3.

The non-metallic minerals products group index rose 0.3 per cent to 190.6 from 190.0 and the remaining major group indexes advanced 0.2 per cent or less: non-ferrous metals products to 193.6 from 193.2, wood products to 319.1 from 319.0, iron products to 255.7 from 255.6, and chemical products to 191.1 from 191.0.

The residential building material price index (1935-39=100) edged up from 296.8 to 296.9 between August and September. On the 1949 base it was unchanged at 130.2.

The non-residential building material price index (1949=100) moved up from 132.0 to 132.1.

U.S. Consumer Price Index, September 1962

Recording its biggest one-month increase in more than four years, the United States consumer price index (1957-59=100) rose 0.6 per cent, from 105.5 to 106.1, between mid-August and mid-September. The index was 1.5 per cent above that for September last year.

Price increases for meat and for clothing accounted for the rise in the index. The food group index rose 1.0 per cent; the apparel group index, 2.0 per cent.

British Index of Retail Prices, August 1962

For the second successive month, the British index of retail prices (Jan. 16, 1962=100) declined, between mid-July and mid-August, dropping from 102.5 to 101.6. On the former base (Jan. 17, 1956=100), it declined from 120.4 to 119.4.

The decrease was attributed mainly to price reductions for potatoes and other fresh vegetables.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 169

Accident Prevention

The following three publications were issued by the Government Employees Compensation Branch of the federal Department of Labour in Ottawa in 1961 and 1962, and published by the Queen's Printer.

1. *Accident Prevention.* Pp. 5.
2. *Material Handling.* Pp. 24.
3. *The Safety Organization.* Pp. 23.

Aged

4. NATIONAL OLD PEOPLE'S WELFARE COUNCIL. *Employment and Workshops for the Elderly.* [London, 1961?]. Pp. 15.

5. ONTARIO SOCIETY ON AGING. *A Guide to Legislation and Services related to the Well-being of Older People in Ontario.* Toronto, 1962. Pp. 19.

6. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Aging Americans: Their Views and Living Conditions; a Report by the Subcommittee on Problems of the Aged and Aging. December 1960.* Washington, GPO, 1961. Pp. 52.

Contains a report on testimony presented by many elderly people at the Subcommittee's sessions in Washington and seven other cities, as well as accounts of visits to homes of the aged, nursing homes, housing projects and social centres for older people.

7. U.S. FEDERAL COUNCIL ON AGING. *How the Government Works for Older People; Report to the President.* Washington, GPO, 1962. Pp. 110.

Describes how individual U.S. government agencies are working for older people and how much they spend or administer on behalf of older people.

8. UNITED STEELWORKERS OF AMERICA. *Housing after 60.* Pittsburgh, 1961. Pp. 32.

Canada at Work Broadcasts

The following two broadcasts were sponsored and issued by the federal Department of Labour in Ottawa in 1962:

9. FORD, ROSS. *Canada's New Technical and Vocational Training Program.* Pp. 4.

The speaker, Director of Technical and Vocational Training, federal Department of Labour, spoke about the provisions of the Technical and Vocational Training Assistance Act of 1960.

10. Starr, Michael. *Labour Management Committees.* Pp. 4.

The federal Minister of Labour points out the advantages of joint consultation between labour and management through labour-management committees.

Collective Bargaining

11. Industrial Relations Conference (Michigan). 6th, Wayne State University, Detroit, 1960. *Problems of Changing Power Relationships in Collective Bargaining. [Proceedings of] Sixth Annual Industrial Relations Conference.* [Detroit, Institute of Labour and Industrial Relations-Wayne State University, 1961]. Pp. 94.

Conference sponsored by Institute of Labor and Industrial Relations (University of Michigan-Wayne State University), Labor and Industrial Relations Center of Michigan State University, and the Section on Labor Relations Law of the State Bar of Michigan. The participants at this conference discussed the position of unions, management and government in collective bargaining.

12. Quinet, Felix. *L'analyse des conventions collectives de travail: aspects méthodologiques. Exposé presenté . . . à l'occasion de 29ème Congrès annuel de l'Association canadienne française pour l'avancement des sciences: Ottawa, le 27 octobre 1961.* [Ottawa, 1962?]. Pp. 7.

Library also has translation with title, *"The Analysis of Collective Agreements: Methodological Aspects."*

Discrimination in Employment

13. Canada. Department of Labour. *Towards Racial Understanding; a Catalogue of Material on Racial Discrimination.* Ottawa, Queen's Printer, 1962. Pp. 16.

Contains an explanation of the Canada Fair Employment Practices Act and of the education program against discrimination carried out by the federal Department of Labour. Includes a list of publications of the Department of Labour, films, both Canadian and American.

14. U.S. Congress. House. Committee on Education and Labor. *Equal Employment Opportunity. Hearings before the Special Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session, on Proposed Federal Legislation to prohibit Discrimination in Employment in Certain Cases because of Race, Religion, Color, National Origin, Ancestry, Age or Sex.* Washington, GPO, 1962. 2 vols. in Library's set.

Hearings held October 23, 1961 to January 24, 1962.

Economic Conditions

15. American Statistical Association. Business and Economic Statistics Section. *Proceedings, 1961. Papers presented at the Annual Meeting of the American Statistical Association, New York City, December 27-30, 1961, under the Sponsorship of the Business and Economic Statistics Section.* Washington, 1962. Pp. 383.

Some of the topics discussed were business cycles, economic growth. unemployment statistics, full employment, inventory developments, government price statistics, the economic outlook, and the distribution of income.

16. Conference on Economic Progress, Washington, D.C. *Poverty and Deprivation in the United States; the Plight of Two-fifths of a Nation.* Washington, 1962. Pp. 97.

"One central theme runs throughout this study: A steady economic growth rate, high enough to maintain maximum employment and production, is the main road to the reduction of mass poverty and deprivation in America."

17. Organization for European Economic Co-operation. *Europe and the World Economy. Eleventh Annual Economic Review.* Paris, 1960, Pp. 138. (Covers the period of 1958-1959.)

18. United Nations. Department of Economic and Social Affairs. *Economic Developments in the Middle East, 1959-1961. Supplement to World Economic Survey, 1961.* New York, United Nations, 1962. PP. 18.

19. United Nations Economic Commission for Europe. *Economic Survey of Europe in 1961. Part 1. The European Economy in 1961.* Geneva, 1962, Pp. 58, 8.

Education

20. Fleming, William Gerald. *A Follow-up Study of Atkinson Students in Certain Non-degree Courses of Further Education beyond Secondary School.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1960. 1 vol. (various pagings).

21. McCordic, William J. *Financing Education in Canada.* Ottawa, Canadian Conference on Education, 1961. Pp. 61.

A study prepared for the Canadian Conference on Education, Montreal, March 4-8, 1962. Contents: The Cost of Education in Canada—Past and Present. Financing Publicly Supported Elementary and Secondary Education. The Cost of University Education. Equality of Opportunity among the Provinces. Who should Pay?

22. MacEachern, Donald Gregory. *Twenty Questions; a Quick Look at 90,000 People: The Grade 9 Students in 800 Ontario Schools.* Toronto, Dept. of Educational Research, Ontario College of Education. University of Toronto, 1960. Pp. 15.

Summarizes the replies of approximately 90,000 Grade 9 students in Ontario in 1959 to a questionnaire containing certain items of a personal, family, and educational nature.

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23. Silvius, George Harold. *Organizing Course Materials for Industrial Education*, by G. Harold Silvius and Ralph C. Bohn. 1st ed. Bloomington, Ill., McKnight & McKnight Pub. Co., 1961. Pp. 459.

Intended as a college textbook to prepare those taking courses in industrial education. Contains information on curriculum guides, courses of study, and instructional material.

Employees' Benefit Plans

24. U.S. Bureau of Labor Statistics. *Digest of One Hundred Selected Pension Plans under Collective Bargaining, Spring 1961.* Washington, GPO, 1962. Pp. 81.

Information is presented in tabular form under such headings as: company, union and date of information; participation requirements; normal retirement; medium of funding; and administration.

25. U.S. Bureau of Labor Statistics. *Digest of Profit-sharing Savings, and Stock Purchase Plans, Winter 1961-62 (20 Selected Plans).* Washington, GPO, 1962. Pp. 31.

Describes principal features of 20 selected profit-sharing, savings, and stock purchase plans in effect in the winter of 1961-62.

Labour Laws and Legislation

26. Canada. Department of Labour. Legislation Branch. *Labour Legislation of the Past Decade; a Review of Developments in Canadian Labour Legislation in 1951-1960 Period.* Ottawa, Queen's Printer, 1961. Pp. 87.

A follow-up to "Fifty Years of Labour Legislation in Canada, pub. in 1950. Reprinted from the December 1960 and January to September 1961 issues of the Labour Gazette.

Covers legislation with respect to labour standards, labour relations and trade union legislation, safety of persons and property, workmen's compensation, equal opportunities for employment, apprenticeship, etc.

27. International Association of Governmental Labor Officials. *Labor Laws and their Administration; Proceedings of the Forty-fourth Convention . . . held in Portland, Ore., August 28-31, 1961.* Washington, GPO, 1962. Pp. 164.

28. U.S. Bureau of Labor Statistics. *Labour Law and Practice in Venezuela.* Washington, GPO, 1962. Pp. 39.

29. U.S. Department of Labor. Wage and Hour and Public Contracts Division. *A Guide to Child-Labor Provisions of the Fair Labor Standards Act (The Federal Wage and Hour Law).* Washington, GPO, 1962. Pp. 24.

30. U.S. National Labor Relations Board. *Rules and Regulations and Statements of Procedure. Series 8, as amended. Labor Management Relations Act, 1947, as amended September 14, 1959.* Washington, GPO, 1962. Pp. 105.

31. U.S. Women's Bureau. *State Minimum-Wage Laws.* Rev. ed. Washington, GPO, 1962. Leaflet.

Labour Supply

32. Association for the Industrial Development of Southern Italy. *Trained Manpower Requirements for the Economic Development of Italy: Targets for 1975.* Rome, Giuffre Editore, 1961. Pp. 91.

33. Canada. Department of Labour. Economics and Research Branch. *The Migration of Professional Workers into and out of Canada, 1946-1960.* Ottawa, Queen's Printer, 1962. Pp. 48.

Analyzes the types of professional workers that immigrate to and emigrate from Canada, and evaluates the situation.

34. Hovne, Avner. *The Labor Force in Israel.* Jerusalem, Falk Project for Economic Research in Israel, 1961. Pp. 88.

35. Iran. Governmental Affairs Institute. *High-Level Manpower Development in Iran.* Study directed by T. Hillard Cox. Tehran, Iran, Governmental Affairs Institute, 1960. Pp. 83.

Analyses future requirements for high-level manpower, determines the potential manpower resources from training facilities in Iran and its student training program abroad, and estimates the shortage of professional manpower that can be expected by 1963. Presents a number of recommendations.

36. New Brunswick. Department of Labour. *Seasonal Employment in New Brunswick, 1961.* [Fredericton, 1961?]. Pp. 37.

Outlines (1) the various provincial government measures taken to meet the problem of seasonal employment during the winter of 1960/61; (2) the 1960/61 Federal-Municipal Winter Works Incentive Program; and (3) a pictorial and written account of the highlights of the 1960/61 winter construction program.

Labouring Classes

37. U.S. Bureau of International Labor Affairs. *Public Services International*, by Joseph L. Harmon. Washington, GPO, 1962. Pp. 246.

Describes history of the Public Services International, its structure, finance, membership, relations with other labour organizations, etc.

38. U.S. Bureau of Labor Statistics. *Labor in Chile.* Washington, 1962. Pp. 50.

39. U.S. Department of Labor. *The American Worker's Stake in Foreign Trade.* Washington, GPO, 1962. Pp. 30.

Manufactures

40. Atlantic Provinces Economic Council. *Incentives for Manufacturing Industries.* Halifax, 1962. Pp. 24.

41. U.S. Small Business Administration. *Management Aids for Small Manufacturers: Annual No. 8.* Washington, GPO, 1962. Pp. 86.

Partial Contents: Export Assistance Programs of the U.S. Dept. of Commerce. Using Deferred Compensation in Small Business. Providing Capital for your Firm. Steps in incorporating a Business. Arbitration and the Small Businessman. Using Computer Services in Small Business.

Minimum Wage

The following four publications were issued by the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor in Washington in 1962 and were published by the Government Printing Office:

42. *Handling and Processing of Agricultural Products. Data pertinent to an Evaluation of Exemptions available under the Fair Labor Standards Act.* February 1962. 1 vol. (various pagings).

43. *Hotels and Motels. Data pertinent to an Evaluation of the Need for and Feasibility of applying Statutory Minimum Wage and Maximum Hours Standards.* February 1962. Pp. 69, 61.

44. *Laundry and Cleaning Service. Data pertinent to an Evaluation of the Need for and the Feasibility of extending the Minimum Wage.* January 1962. Pp. 66, 69.

45. *Restaurants and Other Food Service Enterprises. Data pertinent to an Evaluation of the Need for and Feasibility of applying Statutory Minimum Wage and Maximum Hours Standards.* February 1962. Pp. 61, 53.

Wages and Hours

46. U.S. Bureau of Labor Statistics. *Industry Wage Survey; Life Insurance, May-July 1961.* Washington, GPO, 1962. Pp. 36.

47. U.S. Bureau of Labor Statistics. *Industry Wage Survey; Men's and Boys' Shirts (except Work Shirts) and Nightwear, May-June 1961.* Washington, GPO, 1962. Pp. 51.

48. U.S. Bureau of Labor Statistics. *Salaries for Selected Occupations in Services for the Blind, May 1961.* Washington, GPO, 1962. Pp. 29.

Details of a nationwide survey of salaries for selected occupations in government and voluntary agencies offering direct client services for the blind. The survey was undertaken at the request of the American Foundation for the Blind.

49. U.S. Bureau of Labor Statistics. *Wage Chronology: Bethlehem Atlantic Shipyards, 1941-62.* Washington, GPO, 1962. Pp. 17.

Women—Employment

50. Canada. Women's Bureau. *Job Training for the Mature Woman entering or re-entering the Labour Force.* Ottawa, 1962. Pp. 44.

Explains kinds of training required for occupations; provides provincial addresses to enquire about vocational correspondence courses; describes training possibilities in 18 occupations and suggests where to write for further information about each occupation.

51. U.S. Women's Bureau. *Careers for Women as Technicians.* Washington, GPO, 1961. [i.e., 1962]. Pp. 28.

52. U.S. Women's Bureau. *Who are the Working Mothers?* Rev. ed. Washington, GPO, 1962. Leaflet.

Workmen's Compensation

53. International Association of Industrial Accident Boards and Commissions. *Workmen's Compensation Problems; Proceedings, 47th Annual Convention of the International Association of Industrial Accident Boards and Commissions, Honolulu, Hawaii, November 12-16, 1961.* Washington, GPO, 1962. Pp. 191.

54. U.S. Bureau of Labor Standards. *State Workmen's Compensation Laws, a Comparison of Major Provisions with Recommended Standards.* Rev. ed. Washington, GPO, 1962. Pp. 43.

Miscellaneous

55. Canadian Manufacturers' Association. *Sales Tax—Canada; the Excise Tax Act, as amended, with Regulations issued by the Department of National Revenue and with Rulings and Regulations re Sales Tax and Other Excise Taxes.* 10th ed. Toronto, 1962. Pp. 504.

56. Canadian Tax Foundation. *Corporate Management Conference, Toronto, 1962.* Toronto, 1962. Pp. 69.

The following topics were discussed: unemployment, labour union government, racial discrimination by unions, unemployment insurance, the role of labour history, wage determination, managerial practices, labour force analysis, and work rules.

57. Great Britain. Standing Committee of the Rehabilitation and Resettlement of Disabled Persons. *Services for the Disabled; an Account of the Services provided for the Disabled by Government Departments, Local Authorities, and Voluntary Organisations in the United Kingdom.* [2nd ed.]. London, HMSO, 1961. Pp. 97.

"It is the object of this book to present a simple, concise and factual account of the provision now made in the United Kingdom for the rehabilitation and resettlement of the disabled."

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58. KINGSTON, ONT. QUEEN'S UNIVERSITY. COMMERCE CLUB. *The Commerceman, 1962*. Kingston, 1962. Pp. 80.

Partial Contents: Looking Ahead at Canadian Labour Problems, by Claude Jodoin. Industrial Relations in the Decade Ahead, by Ronald S. Ritchie. The Impact of Automation on Manpower and Labour-Management Relations, by W. R. Dymond. The Impact of Unions, by H. D. Woods. The Need for Greater Co-operation between Labour and Management, by James M. Macdonnell. Industrial Relations and the University, by W. Donald Wood.

59. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Enterprise and Politics in South Africa*, by Heinz Hartmann. Princeton, 1962. Pp. 101.

Deals with the relationship between business and government in South Africa.

60. WALKER, NIGER. *Morale in the Civil Service; a Study of the Desk Worker*. Edinburgh, University Press, [1962, c1961]. Pp. 302.

The desk worker is someone in the "Administrative, General Executive and General Clerical Classes." The author describes the result of a survey on employee morale in two British government departments and in two business firms.

Employment and Earnings in Scientific and Technical Professions

Median annual earnings in six scientific and technical professions increased 12 per cent, from $7,600 to $8,500, between 1958 and 1961, it was found in the annual survey by the Department. The results of the survey have just been released in Professional Manpower Bulletin No. 12, *Employment and Earnings in the Scientific and Technical Professions, 1958-1961*.

The statistics in the report deal mainly with employment and earnings of two of the six groups, engineering and science.

More than 80 per cent of the engineers who responded in the 1961 survey were employed in private industry, 15 per cent in government, and the remainder in secondary schools and universities. In science, about 50 per cent of the respondents were employed in industry, nearly 25 per cent in government, and the remainder in secondary schools and universities.

Median annual earnings in six main fields of specialization, in 1958 and 1961, and the percentage increase between those two years were:

	1958	1961	% Increase
Agriculture	$5,900	$6,800	15
Architecture	8,800	9,500	8
Engineering	8,000	8,800	10
Forestry	6,700	7,600	13
Science	7,300	8,400	15
Veterinary Medicine	7,100	8,000	13

Median monthly starting salaries for 1962 bachelor graduates are also shown in the bulletin. For graduates in scientific and technical courses these were mainly between $400 and $435, except in veterinary medicine, where the median starting salary was $500 a month.

Median monthly starting salaries for 1962 engineering and science graduates were about $430; for graduates in agriculture, architecture and forestry, about $400.

About the same levels of starting salaries were offered by government, industry and educational institutions.

Earnings of engineers in 1961 were: in private industry, $9,000; in universities, $8,600; in government, $7,800.

Earnings of scientists in 1961 were highest in university work, the median being $9,500, followed by work in industry, at $8,600, and work for governments, $8,000.

By years since graduation with a bachelor degree, earnings of engineers in 1961 rose steadily from $5,600 one year after graduation to $7,200 five years after and $8,800 ten years after.

Only 10 per cent of engineers had a postgraduate degree but almost half of the scientists had either a master's or doctor's degree. Earnings of scientists with a doctorate have advanced from $8,500 in 1958 to $10,100 in 1961. The earnings of those with a master's degree rose from $7,400 in 1958 to $8,700 in 1961. The increase for those with a bachelor's degree was from $6,700 to $7,600 in the same period.

Forty per cent of the engineering respondents earned from $7,000 to $10,000 in 1961. Thirty per cent earned from $10,000 to $25,000 and 2 per cent earned more than $25,000.

Of the scientists who responded, more than 40 per cent were earning between $7,000 and $10,000, and 30 per cent earned from $10,000 to $25,000. Only 1 per cent earned more than $25,000.

Nearly 75 per cent of the engineers were employed in Ontario (48 per cent) and Quebec (26 per cent). Median annual earnings were $8,800 in Ontario, $9,100 in Quebec.

Professional Manpower Bulletin No. 12 may be obtained from the Queen's Printer, Ottawa, catalogue No. L2-2012, at 25 cents a copy.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 20, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,609	608	1,839	2,403	1,160	599
Men	4,801	452	1,368	1,707	837	437
Women	1,808	156	471	696	323	162
14—19 years	616	71	204	181	117	43
20—24 years	822	88	272	262	137	63
25—44 years	2,998	254	843	1,118	507	276
45—64 years	1,959	177	476	754	354	198
65 years and over	214	18	44	88	45	19
Employed	6,326	566	1,730	2,335	1,131	564
Men	4,573	417	1,277	1,653	816	410
Women	1,753	149	453	682	315	154
Agriculture	649	45	123	156	300	25
Non-agriculture	5,677	521	1,607	2,179	831	539
Paid Workers	5,203	472	1,456	2,016	774	485
Men	3,625	337	1,045	1,389	509	345
Women	1,578	135	411	627	265	140
Unemployed	283	42	109	68	29	35
Men	228	35	91	54	21	27
Women	55	*	18	14	*	*
Persons not in the Labour Force	5,682	635	1,685	1,889	936	537
Men	1,308	167	370	409	224	138
Women	4,374	468	1,315	1,480	712	399

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED OCTOBER 22, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,291	1,842	3,597	947	3,679	902	1,324
Labour force	6,609	616	3,480	812	862	625	214
Employed	6,326	555	3,362	747	847	608	207
Unemployed	283	61	118	65	15	17	*
Not in labour force	5,682	1,226	117	135	2,817	277	1,110
Participation rate[2]							
1962, October 20	53.8	33.4	96.7	85.7	23.4	69.3	16.2
September 22	54.1	34.0	96.8	86.4	23.9	69.5	16.9
Unemployment rate[3]							
1962, October 20	4.3	9.9	3.4	8.0	1.7	2.7	*
September 22	3.9	9.3	3.0	7.2	1.8	2.4	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED OCTOBER 20, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	October 1962	September 1962	October 1961
Total unemployed	283	260	318
On temporary layoff up to 30 days	16	13	13
Without work and seeking work	267	247	305
Seeking full-time work	257	237	280
Seeking part-time work	10	10	25
Seeking under 1 month	92	90	95
Seeking 1—3 months	95	77	102
Seeking 4—6 months	32	30	47
Seeking more than 6 months	48	50	61

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
August	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September	46.3	464.6	162.0							1,657.7
October	46.3	463.0	159.0							1,644.9
November	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December	45.5	451.3	152.0							1,585.8
1962—										
January	45.8	453.7	151.2							1,565.7
February	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March	45.6	461.1	153.3							1,590.5
April	45.1	469.0	153.8							1,618.8
May	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June	48.2	492.1	161.6							1,726.2
July*	48.7	485.0	165.7							1,711.5
August†	48.4	490.1	166.7							1,724.9

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at August 1962 employers in the principal non-agricultural industries reported a total employment of 3,029,353. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls* (DBS)

Year and Month	Industrial Composite [1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July*	125.8	188.3	80.90	115.5	189.1	83.13
August†	126.8	188.2	80.85	117.1	188.2	82.73

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Aug. 1962	July 1962	Aug. 1961	Aug. 1962	July 1962	Aug. 1961
Provinces				$	$	$
Newfoundland	147.0	150.5	142.8	73.52	73.59	71.11
Prince Edward Island	155.8	158.1	149.7	57.74	57.13	55.79
Nova Scotia	98.8	97.6	99.1	66.34	66.59	64.13
New Brunswick	110.2	109.0	112.5	65.17	66.01	62.35
Quebec	127.1	125.9	124.7	78.19	77.97	75.15
Ontario	126.3	125.2	122.7	84.16	84.26	81.82
Manitoba	117.8	116.1	116.2	76.37	76.29	73.99
Saskatchewan	135.2	135.3	132.8	77.60	77.71	74.50
Alberta (including Northwest Territories)	169.1	168.2	166.0	82.06	81.95	81.66
British Columbia (including Yukon)	123.7	123.6	118.9	87.29	87.93	84.08
Canada	**126.8**	**125.8**	**123.9**	**80.85**	**80.90**	**78.27**
Urban areas						
St. John's	151.2	149.2	145.2	61.70	61.60	58.11
Sydney	79.1	82.5	76.1	79.91	82.62	75.79
Halifax	124.1	124.2	123.6	68.15	67.86	66.23
Moncton	111.3	111.6	109.3	62.34	62.92	60.74
Saint John	106.6	107.7	108.9	66.41	66.69	62.77
Chicoutimi—Jonquiere	114.8	115.3	116.0	97.54	99.83	95.96
Quebec	124.7	122.7	120.1	69.68	69.61	67.35
Sherbrooke	111.0	110.2	109.7	68.62	67.42	65.17
Shawinigan	89.6	106.4	109.5	88.22	90.16	86.44
Three Rivers	120.5	120.4	116.6	74.89	74.46	73.49
Drummondville	83.7	81.1	80.4	66.06	65.65	63.22
Montreal	129.2	128.1	125.8	81.31	80.17	77.23
Ottawa—Hull	140.3	138.7	135.5	76.24	75.71	73.28
Kingston	122.3	121.1	122.2	79.58	80.16	77.89
Peterborough	98.3	97.0	90.5	90.22	89.30	85.41
Oshawa	139.9	127.7	158.3	93.00	96.12	92.85
Toronto	139.1	138.6	134.9	85.05	85.23	82.51
Hamilton	114.5	116.0	110.3	90.26	90.76	87.57
St. Catharines	115.1	104.5	109.8	92.24	93.31	89.49
Niagara Falls	114.9	106.2	108.7	77.32	78.80	77.17
Brantford	85.9	83.7	82.5	74.86	76.14	73.35
Guelph	127.7	126.9	125.2	76.65	76.56	74.33
Galt	115.8	116.7	108.9	72.68	73.11	70.77
Kitchener	133.4	133.7	124.1	78.13	76.44	74.77
Sudbury	144.3	144.3	150.1	92.62	93.00	92.41
Timmins	91.2	91.1	93.4	73.08	72.40	71.38
London	139.4	139.8	132.6	77.67	77.34	75.77
Sarnia	129.7	136.6	134.9	103.74	104.91	101.81
Windsor	73.5	70.2	73.4	90.53	89.49	86.95
Sault Ste. Marie	154.1	154.8	148.8	102.30	100.59	104.91
Fort William—Port Arthur	113.3	114.9	116.9	81.42	80.66	81.86
Winnipeg	115.1	113.3	114.2	72.88	72.73	70.92
Regina	147.1	147.2	143.1	76.11	76.06	71.80
Saskatoon	146.2	147.3	145.2	72.02	72.79	69.12
Edmonton	213.3	210.8	201.1	77.52	77.47	76.20
Calgary	185.9	186.5	178.2	81.87	81.20	77.35
Vancouver	119.3	119.1	116.6	85.34	86.33	83.25
Victoria	121.8	122.2	113.3	79.20	78.74	76.52

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Aug. 1962	July 1962	Aug. 1961	Aug. 1962	July 1962	Aug. 1961
				$	$	$
Mining	**120.5**	**121.2**	**120.2**	**98.82**	**98.76**	**95.00**
Metal mining	136.1	136.7	136.0	100.65	100.10	97.36
Gold	69.9	70.8	72.4	81.57	80.24	79.28
Other metal	197.7	198.0	195.3	106.93	106.71	103.61
Fuels	83.0	84.3	82.4	103.44	104.36	97.21
Coal	37.7	39.7	39.2	75.78	80.43	72.86
Oil and natural gas	268.3	266.5	268.0	119.33	118.95	112.50
Non-metal	160.2	159.3	159.5	84.72	84.81	82.61
Manufacturing	**117.1**	**115.5**	**113.1**	**82.73**	**83.13**	**80.42**
Durable goods	119.2	118.3	113.7	89.66	89.54	87.18
Non-durable goods	115.4	113.1	112.6	76.74	77.52	74.70
Food and beverages	133.2	126.7	129.6	70.12	72.26	68.07
Meat products	138.0	137.6	140.8	82.65	82.96	80.65
Canned and preserved fruits and vegetables	209.2	148.7	177.9	54.73	57.09	49.71
Grain mill products	99.9	100.9	104.2	82.48	83.94	79.28
Bread and other bakery products	113.8	113.4	113.6	69.79	70.28	67.88
Distilled and malt liquors	97.5	100.4	103.4	100.95	101.55	99.05
Tobacco and tobacco products	81.1	81.7	80.2	86.72	86.55	84.16
Rubber products	108.1	105.6	99.9	85.19	85.96	85.22
Leather products	89.1	88.9	89.6	55.99	55.53	55.83
Boots and shoes (except rubber)	96.3	97.1	96.3	54.19	54.14	53.38
Textile products (except clothing)	82.7	81.6	79.3	66.72	65.79	64.88
Cotton yarn and broad woven goods	74.6	71.9	73.1	63.39	61.38	62.68
Woollen goods	63.3	63.1	62.9	62.68	62.08	61.08
Synthetic textiles and silk	92.7	91.5	85.1	72.91	72.07	70.56
Clothing (textile and fur)	94.9	91.7	92.6	52.55	51.63	51.62
Men's clothing	98.2	94.6	93.0	50.56	49.84	49.79
Women's clothing	102.5	97.2	103.5	55.04	53.88	53.92
Knit goods	74.8	73.6	72.8	52.21	50.23	50.88
Wood products	114.9	114.7	111.5	71.38	71.10	69.46
Saw and planing mills	118.8	119.4	116.9	72.67	72.63	70.39
Furniture	119.5	116.7	113.6	71.03	70.02	70.04
Other wood products	85.8	86.7	81.4	63.34	63.22	61.38
Paper products	131.0	129.9	128.5	97.80	98.72	94.96
Pulp and paper mills	132.1	131.0	130.2	105.19	106.11	101.95
Other paper products	128.4	127.3	124.4	79.59	80.49	77.80
Printing, publishing and allied industries	125.7	126.2	123.9	90.84	90.61	87.68
Iron and steel products	112.1	111.8	105.6	95.49	95.75	93.08
Agricultural implements	47.4	58.7	62.3	97.85	100.39	90.89
Fabricated and structural steel	164.5	164.7	153.2	96.22	96.34	92.01
Hardware and tools	109.9	109.6	101.0	83.51	82.70	81.66
Heating and cooking appliances	110.6	108.7	101.8	81.75	82.97	80.64
Iron castings	97.2	97.5	92.3	90.38	90.79	89.90
Machinery, industrial	129.5	124.3	116.5	91.31	91.89	88.08
Primary iron and steel	130.2	129.2	120.4	109.46	108.73	109.50
Sheet metal products	126.4	123.0	110.1	97.11	96.38	91.14
Wire and wire products	111.2	112.9	111.9	95.21	95.31	93.62
Transportation equipment	106.0	101.5	104.2	95.04	95.25	90.96
Aircraft and parts	253.4	251.5	255.9	96.83	96.92	92.86
Motor vehicles	86.2	80.1	92.0	109.69	112.28	102.80
Motor vehicle parts and accessories	110.6	93.1	103.5	93.23	90.94	89.99
Railroad and rolling stock equipment	56.5	57.2	58.3	84.47	85.93	84.02
Shipbuilding and repairing	148.1	146.2	129.5	90.52	90.34	82.60
Non-ferrous metal products	130.1	127.9	124.5	95.34	95.11	93.90
Aluminum products	147.9	148.8	144.9	92.48	91.93	90.63
Brass and copper products	105.4	105.6	104.8	91.29	90.26	90.74
Smelting and refining	146.7	147.3	140.4	104.17	104.02	101.92
Electrical apparatus and supplies	150.9	149.6	135.1	89.40	88.95	87.99
Heavy electrical machinery	111.5	110.9	100.7	97.36	97.00	94.59
Telecommunication equipment	272.7	270.6	235.5	87.20	86.62	86.14
Non-metallic mineral products	149.7	157.8	148.5	89.11	88.39	86.01
Clay products	99.0	98.3	93.3	79.06	78.45	77.36
Glass and glass products	130.0	169.2	158.2	84.52	82.76	82.01
Products of petroleum and coal	142.7	144.2	138.5	120.96	120.51	116.21
Petroleum refining and products	144.6	146.0	141.3	122.25	121.76	116.93
Chemical products	133.0	136.3	132.6	98.00	98.70	95.02
Medicinal and pharmaceutical preparations	122.9	122.0	119.7	86.30	85.72	83.51
Acids, alkalis and salts	146.1	165.8	158.5	110.25	109.55	105.50
Other chemical products	132.6	133.3	130.1	97.61	98.54	94.79
Miscellaneous manufacturing industries	148.0	144.8	142.6	73.27	73.36	71.01
Construction	**145.7**	**144.5**	**145.5**	**88.55**	**87.21**	**84.57**
Building and general engineering	141.4	140.4	137.8	95.74	93.96	92.35
Highways, bridges and streets	152.9	151.3	158.4	77.43	76.73	73.23
Electric and motor transportation	142.5	141.7	139.7	86.87	85.47	83.89
Service	**166.7**	**164.3**	**162.3**	**56.67**	**56.56**	**54.84**
Hotels and restaurants	145.4	146.0	141.3	42.93	42.75	41.53
Laundries and dry cleaning plants	133.3	132.7	125.2	49.71	49.54	48.18
Industrial composite	**126.8**	**125.8**	**123.9**	**80.85**	**80.90**	**78.27**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: *Man-hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (DBS)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	August 1962	July 1962	August 1961	August 1962	July 1962	August 1961
				$	$	$
Newfoundland	39.7	39.8	40.2	1.61	1.57	1.66
Nova Scotia	41.0	41.4	40.8	1.61	1.61	1.54
New Brunswick	41.9	42.1	40.0	1.53	1.61	1.50
Quebec	42.0	41.6	42.0	1.69	1.70	1.64
Ontario	41.1	41.1	41.0	1.95	1.96	1.92
Manitoba	40.2	40.2	40.1	1.75	1.78	1.72
Saskatchewan	38.6	38.9	38.2	1.96	1.98	1.94
Alberta[1]	40.1	40.2	40.1	1.96	1.98	1.95
British Columbia[2]	37.5	37.8	36.9	2.27	2.27	2.18

[1] Includes Northwest Territories.
[2] Includes Yukon Territory.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1962	July 1962	Aug. 1961	Aug. 1962	July 1962	Aug. 1961	Aug. 1962	July 1962	Aug. 1961
				$	$	$	$	$	$
Mining	**42.0**	**41.8**	**42.1**	**2.19**	**2.19**	**2.10**	**91.75**	**91.57**	**88.66**
Metal mining	42.2	41.7	42.2	2.27	2.28	2.19	95.75	95.04	92.34
Gold	43.3	42.3	42.6	1.75	1.76	1.72	75.92	74.33	73.04
Other metal	41.8	41.5	42.1	2.46	2.47	2.36	102.84	102.55	99.55
Fuels	39.8	41.4	40.9	2.11	2.08	1.97	83.75	86.08	80.76
Coal	39.8	42.7	41.1	1.84	1.81	1.75	73.13	78.76	71.90
Oil and natural gas	39.7	39.2	40.6	2.52	2.51	2.33	99.88	98.43	94.61
Non-metal	43.2	42.8	43.1	1.93	1.94	1.91	83.48	82.91	82.31
Manufacturing	**41.0**	**41.0**	**40.9**	**1.86**	**1.87**	**1.82**	**76.24**	**76.72**	**74.26**
Durable goods	41.4	41.4	41.2	2.03	2.02	1.98	83.92	83.85	81.76
Non-durable goods	40.7	40.5	40.6	1.70	1.73	1.67	69.32	70.18	67.65
Food and beverages	40.9	40.7	39.7	1.56	1.62	1.55	63.64	65.94	61.70
Meat products	40.8	40.5	40.6	1.93	1.94	1.88	78.62	78.55	76.35
Canned and preserved fruits and vegetables	42.7	39.6	37.1	1.17	1.26	1.20	49.87	49.97	44.45
Grain mill products	41.8	42.8	42.6	1.83	1.85	1.77	76.46	79.19	75.47
Bread and other bakery products	41.5	41.9	41.7	1.54	1.54	1.49	63.93	64.67	62.21
Distilled liquors	41.4	39.2	40.2	2.15	2.15	2.05	89.01	84.28	82.45
Malt liquors	39.5	40.3	40.9	2.34	2.33	2.33	92.63	93.70	95.23
Tobacco and tobacco products	40.2	40.1	40.7	2.01	2.02	1.95	80.77	81.09	79.37
Rubber products	41.5	41.3	42.4	1.90	1.94	1.87	79.03	80.16	79.36
Leather products	40.7	40.4	41.7	1.27	1.27	1.24	51.59	51.15	51.58
Boots and shoes (except rubber)	40.9	41.0	41.8	1.22	1.22	1.18	49.99	50.20	49.49
Other leather products	40.1	38.9	41.5	1.38	1.37	1.35	55.30	53.40	56.20
Textile products (except clothing)	42.6	41.7	42.6	1.42	1.41	1.38	60.59	58.89	58.58
Cotton yarn and broad woven goods	40.8	39.0	41.6	1.46	1.44	1.41	59.49	56.33	58.76
Woollen goods	43.6	43.2	43.3	1.32	1.31	1.29	57.56	56.51	56.02
Synthetic textiles and silk	43.8	43.0	43.4	1.51	1.50	1.45	66.02	64.45	63.05
Clothing (textile and fur)	38.9	38.2	39.3	1.23	1.22	1.19	47.72	46.65	46.75
Men's clothing	38.4	37.7	38.5	1.21	1.20	1.18	46.30	45.29	45.30
Women's clothing	37.7	36.7	38.4	1.33	1.32	1.28	50.02	48.59	49.14
Knit goods	41.8	40.7	41.9	1.14	1.13	1.10	47.64	45.80	46.13
*Wood products	41.6	41.4	41.5	1.64	1.64	1.60	68.36	67.79	66.38
Saw and planing mills	40.7	40.7	40.4	1.74	1.73	1.69	70.79	70.43	68.10
Furniture	43.5	42.9	44.2	1.52	1.51	1.49	66.10	64.81	65.89
Other wood products	42.4	42.4	41.9	1.38	1.37	1.34	58.45	58.20	56.21
Paper products	41.3	41.8	41.5	2.23	2.24	2.16	92.32	93.68	89.70
Pulp and paper mills	41.3	41.7	41.3	2.41	2.41	2.33	99.31	100.78	96.32
Other paper products	41.6	42.0	41.9	1.76	1.76	1.71	72.99	73.99	71.53
Printing, publishing and allied industries	38.7	38.9	39.2	2.32	2.90	2.22	89.74	89.54	87.25
*Iron and steel products	41.5	41.8	41.3	2.19	2.19	2.15	90.83	91.33	88.72
Agricultural implements	40.4	42.0	37.7	2.09	2.19	2.16	84.19	92.14	81.38
Fabricated and structural steel	41.8	41.1	40.4	2.14	2.13	2.10	89.41	87.57	84.62
Hardware and tools	42.9	42.6	41.9	1.80	1.80	1.79	77.32	76.67	74.97
Heating and cooking appliances	41.5	41.8	41.7	1.84	1.85	1.81	76.49	77.53	75.61
Iron castings	41.9	42.3	42.4	2.07	2.07	2.04	86.89	87.71	86.45
Machinery, industrial	41.9	42.3	41.4	2.05	2.04	1.98	85.79	86.40	81.94
Primary iron and steel	40.0	40.4	41.4	2.62	2.59	2.55	104.71	104.62	105.65
Sheet metal products	43.5	42.7	41.7	2.18	2.18	2.09	94.69	93.21	87.12
Wire and wire products	41.8	42.0	41.8	2.17	2.16	2.11	90.68	90.81	88.31
*Transportation equipment	40.7	40.6	40.1	2.18	2.17	2.12	88.80	88.34	85.17
Aircraft and parts	40.9	40.4	40.8	2.15	2.13	2.08	87.77	86.04	84.84
Motor vehicles	40.9	41.6	40.4	2.44	2.48	2.35	99.88	102.95	95.00
Motor vehicle parts and accessories	41.1	40.6	40.3	2.12	2.04	2.09	86.89	82.77	84.19
Railroad and rolling stock equipment	39.5	39.9	39.5	2.08	2.10	2.08	82.32	83.93	81.95
Shipbuilding and repairing	41.0	40.6	39.5	2.20	2.20	2.04	90.03	89.13	80.81
*Non-ferrous metal products	40.6	40.9	41.0	2.17	2.18	2.14	88.23	89.06	87.64
Aluminum products	42.5	42.4	43.2	1.92	1.92	1.89	81.68	81.17	81.49
Brass and copper products	41.8	41.5	42.3	2.06	2.07	2.03	86.17	85.90	85.99
Smelting and refining	39.6	40.3	40.1	2.43	2.43	2.38	96.38	97.97	95.40
*Electrical apparatus and supplies	41.0	41.0	41.1	1.91	1.91	1.88	78.30	78.09	77.35
Heavy electrical machinery and equipment	41.4	41.2	40.9	2.14	2.14	2.07	88.64	88.05	84.84
Telecommunication equipment	40.9	40.8	40.6	1.73	1.72	1.73	70.79	70.33	70.28
Refrigerators, vacuum cleaners and appliances	40.0	39.0	40.0	1.95	1.93	1.89	77.76	75.17	75.65
Wire and cable	41.8	42.7	44.4	2.12	2.12	2.12	88.77	90.62	94.05
Miscellaneous electrical products	41.0	41.2	40.9	1.81	1.81	1.79	74.14	74.49	73.13
*Non-metallic mineral products	43.8	43.6	43.5	1.92	1.92	1.87	84.18	83.65	81.48
Clay products	43.1	42.5	42.8	1.75	1.74	1.68	75.28	73.93	71.91
Glass and glass products	40.4	40.9	40.6	1.90	1.88	1.91	76.57	76.79	77.72
Products of petroleum and coal	41.7	42.0	41.1	2.65	2.63	2.56	110.65	110.56	105.27
Chemical products	40.8	41.1	40.6	2.08	2.12	2.04	84.91	87.03	82.92
Medicinal and pharmaceutical preparations	39.9	38.9	39.8	1.62	1.61	1.56	64.62	62.53	62.11
Acids, alkalis and salts	40.6	41.1	40.0	2.40	2.42	2.36	97.39	99.39	94.62
Miscellaneous manufacturing industries	41.4	41.2	41.3	1.54	1.55	1.50	63.58	63.86	61.89
Professional and scientific equipment	40.0	40.2	40.3	1.86	1.86	1.85	74.38	74.86	74.42
Construction	**42.5**	**42.0**	**42.6**	**2.04**	**2.04**	**1.96**	**86.78**	**85.56**	**83.46**
Building and general engineering	41.9	41.2	42.1	2.23	2.23	2.15	93.50	92.00	90.55
Highways, bridges and streets	43.6	43.4	43.4	1.71	1.70	1.64	74.62	73.96	71.20
Electric and motor transportation	44.4	43.4	44.3	1.97	1.97	1.90	87.63	85.32	84.20
Service	**38.5**	**38.6**	**38.9**	**1.08**	**1.08**	**1.04**	**41.77**	**41.69**	**40.67**
Hotels and restaurants	38.3	38.4	39.2	1.04	1.04	1.01	39.81	39.89	39.38
Laundries and dry cleaning plants	40.2	40.2	39.4	1.05	1.04	1.03	42.13	41.90	40.82

* Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings.* (DBS)

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July*	41.0	1.87	76.72	183.8	139.9
August†	41.0	1.86	76.24	182.7	139.4

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings.*

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
October 1957	9,751	11,046	20,797	218,449	86,581	305,030
October 1958	7,319	9,552	16,871	255,451	115,711	371,162
October 1959	11,997	13,013	25,010	195,816	107,407	303,223
October 1960	11,944	10,866	22,810	281,484	124,255	405,739
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962[1]	20,197	20,658	40,855	188,844	97,890	286,734
October 1962[1]	20,139	17,402	37,541	232,316	105,488	337,804

[1] Subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH SEPTEMBER 1961-SEPTEMBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958—Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—Juanary	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	R104,366	102,784	63,558	89,871	50,865
September	220,751[1]	98,366[1]	96,217	50,615	91,653	42,692

[1] Subject to revision.

R Revised.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING SEPTEMBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from September 1961
Agriculture, Fishing, Trapping	**21,907**	8,199	**30,106**	**+ 7,377**
Forestry	**4,602**	**26**	**4,628**	**+ 1,081**
Mining, Quarrying and Oil Wells	**991**	**60**	**1,051**	**+ 257**
Metal Mining	583	13	596	+ 194
Fuels	178	15	193	− 34
Non-Metal Mining	98	2	100	+ 36
Quarrying, Clay and Sand Pits	67	3	70	+ 22
Prospecting	65	27	92	+ 39
Manufacturing	**18,832**	**11,258**	**30,090**	**+ 1,671**
Foods and Beverages	3,964	4,451	8,415	− 1,156
Tobacco and Tobacco Products	12	11	23	− 60
Rubber Products	181	86	267	+ 53
Leather Products	300	405	705	+ 99
Textile Products (except clothing)	602	478	1,080	+ 133
Clothing (textile and fur)	599	1,734	2,333	+ 90
Wood Products	2,143	270	2,413	+ 368
Paper Products	1,301	408	1,709	− 77
Printing, Publishing and Allied Industries	986	600	1,586	+ 513
Iron and Steel Products	3,504	451	3,955	+ 795
Transportation Equipment	1,849	300	2,149	+ 553
Non-Ferrous Metal Products	553	222	775	− 304
Electrical Apparatus and Supplies	739	764	1,503	+ 375
Non-Metallic Mineral Products	661	134	795	+ 115
Products of Petroleum and Coal	64	8	72	− 70
Chemical Products	522	338	860	+ 89
Miscellaneous Manufacturing Industries	852	598	1,450	+ 155
Construction	**15,666**	**232**	**15,898**	**+ 1,200**
General Contractors	10,582	161	10,743	+ 825
Special Trade Contractors	5,084	71	5,155	+ 375
Transportation, Storage and Communication	**6,986**	**418**	**7,404**	**+ 819**
Transportation	6,343	201	6,544	+ 589
Storage	539	77	616	+ 221
Communication	104	140	244	+ 9
Public Utility Operation	**363**	**44**	**407**	**− 100**
Trade	**10,262**	**6,879**	**17,141**	**+ 1,236**
Wholesale	4,210	1,474	5,684	+ 176
Retail	6,052	5,405	11,457	+ 1,060
Finance, Insurance and Real Estate	**532**	**972**	**1,504**	**+ 198**
Service	**11,512**	**14,604**	**26,116**	**+ 1,242**
Community or Public Service	1,040	1,590	2,630	+ 57
Government Service	2,027	456	2,483	− 750
Recreation Service	2,094	388	2,482	+ 398
Business Service	1,214	983	2,197	+ 174
Personal Service	5,137	11,187	16,324	+ 1,363
GRAND TOTAL	**91,653**	**42,692**	**134,345**	**+14,981**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT SEPTEMBER 28, 1962[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,057	1,878	8,935
Clerical Workers	14,920	42,096	57,016
Sales Workers	6,947	12,026	18,973
Personal and Domestic Service Workers	25,170	17,305	42,475
Seamen	908	18	926
Agriculture, Fishing, Forestry (Ex. log.)	3,887	290	4,177
Skilled and Semi-skilled Workers	72,028	10,504	82,532
Food and kindred products (incl. tobacco)	862	310	1,172
Textiles, clothing, etc.	1,365	5,531	6,896
Lumber and lumber products	5,858	82	5,940
Pulp, paper (incl. printing)	962	387	1,349
Leather and leather products	781	797	1,578
Stone, clay and glass products	237	13	250
Metalworking	8,009	572	8,581
Electrical	1,386	701	2,087
Transportation equipment	783	23	806
Mining	1,086	—	1,086
Construction	14,341	9	14,350
Transportation (except seamen)	14,601	98	14,699
Communications and public utility	432	1	433
Trade and service	3,322	1,151	4,473
Other skilled and semi-skilled	13,414	611	14,025
Foremen	1,478	209	1,687
Apprentices	3,111	9	3,120
Unskilled Workers	57,927	13,773	71,700
Food and tobacco	1,796	2,897	4,693
Lumber and lumber products	5,529	213	5,742
Metalworking	2,941	338	3,279
Construction	26,005	—	26,005
Other unskilled workers	21,656	10,325	31,981
GRAND TOTAL	**188,844**	**97,890**	**286,734**

[1] Subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT SEPTEMBER 28, 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) Sept. 28, 1962	Registrations Previous Year Sept. 29, 1961
Newfoundland	**7,633**	**5,872**
Corner Brook	1,612	1,578
Grand Falls	789	507
St. John's	5,232	3,787
Prince Edward Island	**1,144**	**920**
Charlottetown	742	495
Summerside	402	425
Nova Scotia	**12,402**	**13,831**
Amherst	420	414
Bridgewater	634	637
Halifax	3,722	3,881
Inverness	245	245
Kentville	915	765
Liverpool	276	363
New Glasgow	1,216	1,172
Springhill	464	554
Sydney	2,699	3,396
Sydney Mines	704	1,135
Truro	558	712
Yarmouth	549	557
New Brunswick	**10,757**	**9,078**
Bathurst	968	739
Campbellton	947	835
Edmundston	433	390
Fredericton	1,183	990
Minto	383	201
Moncton(2)	2,665	2,089
Newcastle	860	672
Saint John	2,448	2,154
St. Stephen	253	543
Sussex	255	196
Woodstock	326	269
Quebec	**89,984**	**94,755**
Alma	1,499	1,259
Asbestos	266	227
Baie Comeau	385	326
Beauharnois	634	639
Buckingham	513	476
Causapscal	547	488
Chandler	804	692
Chicoutimi	1,997	1,771
Cowansville	193	245
Dolbeau	628	666
Drummondville	1,084	1,116
Farnham	381	292
Forestville	176	280
Gaspé	532	334
Granby	1,362	1,146
Hull	1,673	1,718
Joliette	1,969	2,040
Jonquière	2,263	1,571
Lachute	433	370
La Malbaie	389	664
La Tuque	556	598
Lac Mégantic	408	372
Lévis	1,345	1,363
Louiseville	475	524
Magog	399	312
Maniwaki	208	301
Matane	435	573
Mont-Laurier	363	417
Montmagny	690	772
Montréal	35,380	41,145
New Richmond	519	498
Port Alfred	696	554
Québec	6,725	6,264
Rimouski	1,040	1,352
Rivière du Loup	944	1,059
Roberval	753	896
Rouyn	1,535	1,449
Ste. Agathe des Monts	326	397
Ste. Anne de Bellevue	509	623
Ste Thérèse	1,075	1,116
St. Hyacinthe	745	774
St. Jean	1,384	1,440
St. Jérome	880	1,010
Sept-Iles	807	814
Shawinigan	2,570	2,267
Sherbrooke	2,652	2,939
Quebec—Concluded		
Sorel	883	1,461
Thetford Mines	824	672
Trois-Rivières	2,973	2,334
Val d'Or	996	1,375
Valleyfield	1,193	1,047
Victoriaville	825	896
Ville St. Georges	1,143	821
Ontario	**95,654**	**114,558**
Arnprior	148	192
Barrie	774	832
Belleville	879	1,134
Bracebridge	386	424
Brampton	729	875
Brantford	1,276	2,506
Brockville	304	386
Carleton Place	114	129
Chatham	847	923
Cobourg	447	719
Collingwood	341	381
Cornwall	1,547	1,780
Elliot Lake	340	315
Fort Erie	302	384
Fort Frances	254	257
Fort William	1,285	1,363
Galt	1,315	1,126
Gananoque	134	199
Goderich	231	274
Guelph	881	1,017
Hamilton	7,688	10,220
Hawkesbury	334	250
Kapuskasing	666	607
Kenora	367	365
Kingston	1,452	1,471
Kirkland Lake	474	811
Kitchener	1,374	1,897
Leamington	263	264
Lindsay	477	622
Listowel	124	125
London	2,851	2,830
Long Branch	2,090	2,607
Midland	381	350
Napanee	227	271
New Liskeard(3)	188	—
Newmarket	714	733
Niagara Falls	854	1,156
North Bay	885	913
Oakville	437	651
Orillia	474	477
Oshawa	5,600	8,394
Ottawa	3,797	3,946
Owen Sound	691	641
Parry Sound	252	176
Pembroke	971	1,195
Perth	215	264
Peterborough	1,891	2,395
Picton	73	102
Port Arthur	1,311	1,678
Port Colborne	597	542
Prescott	298	427
Renfrew	229	198
St. Catharines	2,073	3,014
St. Thomas	544	550
Sarnia	1,574	1,504
Sault Ste. Marie	1,292	1,497
Simcoe	692	573
Sioux Lookout	124	102
Smiths Falls	268	337
Stratford	444	522
Sturgeon Falls	418	579
Sudbury	2,140	2,494
Tillsonburg	412	274
Timmins	929	1,431
Toronto	23,898	27,905
Trenton	348	322
Walkerton	271	326
Wallaceburg	162	206
Welland	1,105	1,482
Weston	1,962	2,345
Windsor	5,759	6,657
Woodstock	460	644

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT SEPTEMBER 28, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Sept. 28, 1962	Previous Year Sept. 29, 1961
Manitoba	**11,068**	**13,018**
Brandon	896	910
Dauphin	356	485
Flin Flon	141	146
Portage la Prairie	349	443
The Pas	172	235
Winnipeg	9,154	10,799
Saskatchewan	**6,465**	**9,553**
Estevan	104	229
Lloydminster	103	174
Moose Jaw	545	727
North Battleford	295	367
Prince Albert	816	891
Regina	1,881	2,495
Saskatoon	1,894	2,772
Swift Current	182	379
Weyburn	92	201
Yorkton	553	1,318
Alberta	15,615	15,460
Blairmore	251	171
Calgary	5,969	5,563
Drumheller	201	220
Edmonton	6,483	6,389
Edson	315	241
Grande Prairie	343	429
Lethbridge	983	1,083
Medicine Hat	542	814
Red Deer	528	550
British Columbia	**36,012**	**40,573**
Chilliwack	636	1,007
Courtenay	708	582
Cranbrook	408	419
Dawson Creek	655	502
Duncan	432	508
Kamloops	613	809
Kelowna	318	436
Kitimat	75	182
Mission City	568	626
Nanaimo	725	736
Nelson	326	497
New Westminster	5,842	6,444
Penticton	426	488
Port Alberni	532	596
Prince George	1,130	1,144
Prince Rupert	576	701
Princeton	212	240
Quesnel	496	537
Trail	394	517
Vancouver	17,546	19,491
Vernon	532	675
Victoria	2,640	3,142
Whitehorse	222	294
CANADA	**286,734**	**317,618**
Males	188,844	216,358
Females	97,890	101,260

(1) Subject to revision.

(2) Includes 224 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

End of:	Total	Employed	Claimants
1962—July	3,986,000	3,774,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700
September	3,913,000	3,683,800	229,200
August	3,939,000	3,709,700	229,300
July	3,918,000	3,662,700	255,300

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, AUGUST, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,276	1,310	966	2,337	1,551	786	771
Prince Edward Island	276	190	86	292	188	104	73
Nova Scotia	4,520	2,426	2,094	4,565	3,471	1,094	1,091
New Brunswick	4,015	2,413	1,602	4,036	2,898	1,138	1,092
Quebec	27,640	16,640	11,000	29,217	20,408	8,809	8,591
Ontario	37,504	23,289	14,215	42,836	31,844	10,992	11,184
Manitoba	3,032	1,972	1,060	3,381	2,234	1,147	845
Saskatchewan	1,700	1,169	531	1,772	1,161	611	464
Alberta	5,229	3,035	2,194	5,057	3,537	1,520	1,801
British Columbia	12,560	7,165	5,395	12,584	8,796	3,788	3,172
Total, Canada, August 1962	98,752	59,609	39,143	106,077	76,088	29,989	29,084
Total, Canada, July 1962	112,362	69,450	42,912	103,169	74,578	28,591	36,409
Total, Canada, August 1961	121,174	67,959	53,215	125,729	94,538	31,191	30,169

*In addition, revised claims received numbered 41,901.

†In addition, 39,959 revised claims were disposed of. Of these, 3,607 were special requests not granted and 2,030 were appeals by claimants. There were 11,842 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, AUGUST 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	August 31, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	198,694	61,722	21,413	34,317	21,377	15,406	10,933	33,526	30.1	229,318
Male	128,234	43,792	14,385	22,398	12,326	8,932	6,522	19,879	31.7	151,855
Female	70,460	17,930	7,028	11,919	9,051	6,474	4,411	13,647	27.3	77,463
Newfoundland	5,824	1,387	606	909	594	542	312	1,474	66.1	5,277
Male	4,693	1,228	491	766	447	415	254	1,092	68.4	4,105
Female	1,131	159	115	143	147	127	58	382	56.1	1,172
Prince Edward Island	744	149	79	187	83	54	49	143	57.9	716
Male	455	88	53	126	52	32	29	75	62.0	434
Female	289	61	26	61	31	22	20	68	51.6	282
Nova Scotia	10,633	2,975	1,017	1,616	1,127	786	821	2,291	37.8	11,934
Male	8,058	2,363	787	1,224	797	560	632	1,695	38.2	9,361
Female	2,575	612	230	392	330	226	189	596	36.7	2,573
New Brunswick	8,709	2,561	1,018	1,473	903	692	673	1,389	49.9	7,482
Male	6,572	2,137	829	1,080	598	491	531	906	52.4	5,230
Female	2,137	424	189	393	305	201	142	483	42.0	2,252
Quebec	57,618	18,644	6,062	9,077	6,905	4,934	3,143	8,853	27.4	68,250
Male	37,797	13,392	4,179	5,808	4,190	2,999	1,916	5,313	28.2	44,911
Female	19,821	5,252	1,883	3,269	2,715	1,935	1,227	3,540	26.0	23,339
Ontario	71,631	21,912	7,933	14,573	7,220	4,982	3,384	11,627	22.6	81,486
Male	44,188	14,905	5,067	9,816	3,726	2,512	1,671	6,491	22.4	52,263
Female	27,443	7,007	2,866	4,757	3,494	2,470	1,713	5,136	23.0	29,223
Manitoba	7,693	2,214	837	1,391	805	587	410	1,449	21.0	8,471
Male	4,398	1,326	487	712	448	331	209	885	23.1	5,220
Female	3,295	888	350	679	357	256	201	564	18.1	3,251
Saskatchewan	4,164	1,022	408	677	445	375	277	960	40.9	5,395
Male	2,063	582	195	291	205	168	135	487	46.3	3,106
Female	2,101	440	213	386	240	207	142	473	35.6	2,289
Alberta	10,131	3,242	1,201	1,524	1,119	813	674	1,558	62.5	10,072
Male	6,278	2,272	794	860	580	476	420	876	67.5	5,775
Female	3,853	970	407	664	539	337	254	682	54.5	4,297
British Columbia	21,547	7,616	2,252	2,890	2,176	1,641	1,190	3,782	26.1	30,235
Male	13,732	5,499	1,503	1,715	1,283	948	725	2,059	28.2	21,450
Female	7,815	2,117	749	1,175	893	693	465	1,723	22.3	8,785

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, AUGUST, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	20,817	494,454
Prince Edward Island	3,060	61,673
Nova Scotia	36,447	799,405
New Brunswick	31,305	677,508
Quebec	200,050	4,593,067
Ontario	249,810	5,735,821
Manitoba	29,544	670,663
Saskatchewan	16,157	355,913
Alberta	32,455	778,984
British Columbia	71,701	1,710,559
Total, Canada, August 1962	691,346	15,878,047
Total, Canada, July 1962	631,485	14,511,553
Total, Canada, August 1961	820,925	18,865,698

*"Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949-100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT BEGINNING OF SEPTEMBER 1962

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health Personal and care	Recreation and reading	Tobacco and Alcohol
	Sept. 1961	Aug. 1962	Sept. 1962							
(1) St. John's, Nfld.	116.7	118.7	118.5	113.1	114.3	112.5	124.4	155.3	153.1	101.1
Halifax	128.8	131.3	130.9	124.4	134.2	123.4	138.9	163.2	163.9	124.5
Saint John	130.8	132.7	132.2	128.3	131.1	121.1	143.2	184.0	150.7	124.5
Montreal	129.5	131.6	130.7	131.0	134.4	106.6	159.8	163.5	142.0	118.7
Ottawa	131.2	132.4	131.5	126.1	137.1	117.2	151.0	162.9	142.8	123.9
Toronto	132.3	133.1	132.8	125.8	139.5	118.2	134.8	155.6	184.2	122.5
Winnipeg	127.9	129.4	129.3	128.5	129.1	117.7	132.9	172.0	140.6	120.6
Saskatoon-Regina	126.4	128.3	128.1	126.6	127.4	126.9	135.0	144.6	147.8	119.5
Edmonton-Calgary	125.5	126.5	126.6	123.5	127.5	120.7	129.1	162.4	141.9	119.6
Vancouver	129.0	129.7	130.2	128.5	134.4	116.6	136.7	149.8	145.8	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957–1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07
September	23	48	10,482	116,350	0.10

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	38	910
Mines	...	...	...
Manufacturing	20	6,202	102,460
Construction	19	4,029	9,960
Transpn. & utilities	2	56	630
Trade	4	123	1,970
Finance	...	...	...
Service	1	12	310
Public administration	1	22	110
All industries	48	10,482	116,350

TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	...	...	...
New Brunswick	2	63	630
Quebec	8	4,230	71,120
Ontario	23	5,151	39,300
Manitoba	1	50	670
Saskatchewan	1	22	30
Alberta	1	55	1,050
British Columbia	12	911	3,550
Federal	...	...	...
All jurisdictions	48	10,482	116,350

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			September	Accumulated		
MANUFACTURING						
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	3,800	13,400	June 25	Signing a first agreement~
Midland Footwear and Fern Shoe, Midland and Penetang, Ont.	United Textile Workers Locs. 1535 & 1534 (AFL-CIO/CLC)	256	2,820	3,900	Aug. 27 Sep. 19	Wages, closed shop~$2. weekly as attendance & quality bonuses, other fringe benefits.
Paper						
Appleford Paper Products, Hamilton, Ont.	Printing Pressmen Loc. 540 (AFL-CIO/CLC)	222	220	220	Sep. 10 Sep. 11	Wages, fringe benefits~Return of workers.
Primary Metals						
Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	1,050	18,050	21,730	Aug. 28	New agreement~
Metal Fabricating						
American Standard Products, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	138	2,070	2,070	Sep. 10	Seniority clause, wages~
Trane Company, Toronto, Ont.	I.U.E. Loc. 512 (AFL-CIO/CLC)	329	970	970	Sep. 26 Oct. 1	Suspension of one employee~ Return of workers.
Non-Metallic Mineral Products						
Dominion Glass, Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO /CLC)	1,100	22,000	33,550	Aug. 18	Wages, fringe benefits~
Dominion Glass, Montreal, Que.	Glass and Ceramic Workers Loc. 206 (AFL-CIO /CLC)	1,200	22,800	30,000	Aug. 23	Wages~
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local	1,389 (40)	27,360	43,740	Aug. 17	Management rights, job evaluation, seniority rights~
CONSTRUCTION						
Five electrical contractors, Sarnia, Ont.	I.B.E.W. Loc. 530 (AFL-CIO/CLC)	100	1,440	2,380	Aug. 8	Vacation pay to compensate for unpaid statutory holidays, other benefits~
Foundation Co. of Canada, Sudbury, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/ CLC)	839	840	1,680	Aug. 31 Sep. 5	Pay period~Return of workers pending further negotiations.
A. R. Grimwood, Vancouver, B.C.	Unknown	100	500	500	Sep. 4 Sep. 11	Alleged hiring of non-union help~Return of workers.
Shawinigan Engineering, Tracy, Que.	Building Trades Federation (CNTU)	450 (50)	1,130	1,130	Sep. 7 Sep. 11	Union recognition~Union recognized.
Vancouver Builders' Exchange, Vancouver, B.C.	Carpenters Loc. 1928 (AFL-CIO/CLC)	155	310	310	Sep. 10 Sep. 12	Wages, classifications, term of new agreement~Wage increase 12¢ an hr. Aug. 1, 1962, 7¢ Apr. 1, 1963; two year agreement.
Western Reinforcing Steel, Various locations, B.C.	Canadian Iron Workers Union Loc. 1 (Ind.)	442	1,060	1,060	Sep. 21	Wages~
Greenspoon Bros., Windsor, Ont.	Building trades unions (Windsor Council AFL-CIO)	1,500	750	750	Sep. 27 Sep. 27	Out-of-town labourers~Return of workers when labourers withdrawn.

Figures in parentheses indicate the number of workers indirectly affected.

Collective Bargaining Scene

(*Continued from page 1278*)

DOMINION GLASS, MONTREAL, QUE.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 950 empl.—wage increases of 9¢ an hr. eff. June 12, 1962, 5¢ an hr. eff. Sept. 1, 1963 and 5¢ an hr. eff. Sept. 1, 1964; evening and night shift premiums to be increased to 7¢ and 9¢ (formerly 6¢ and 8¢) respectively in second yr. of agreement; 3 wks. vacation after 12 yrs. of service (previously after 15 yrs.) in second yr. of agreement; for sickness and accident insurance, company to contribute $3.91 a mo. for single empl. and $8.33 a mo. for married empl. in first yr. of agreement and $4.30 a mo. for single empl. and $9.90 a mo. for married empl. in second yr. of agreement.

DOMINION RUBBER (TIRE DIVISION), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—no wage changes; 4 wks. vacation after 22 yrs. of service (formerly after 25 yrs.); 3-yr. supplemental agreement expiring Sept. 30, 1965—qualification for pension reduced to 10 yrs. of service (formerly 15 yrs.); basic pension increased to $2.80 a mo. per yr. of credited service (formerly $2.16); supplementary pension of $1.96 a mo. per yr. of service for empl. with less than 26 yrs. of service and of $1.80 a mo. per yr. of service for empl. with 26 or more yrs. of service, payable between ages 65 and 70; group life insurance increased to $5,000 (formerly $4,500) for male empl. and to $3,500 (formerly $3,000) for female empl.; group life insurance increased to $2,500 and $1,750 for retired male and female empl. respectively (previously $2,250 and $1,500); S.U.B. increased to provide a maximum total benefit of $62 for empl. with no dependents and $79 for empl. with dependents; S.U.B. entitlement increased to 52 wks. (formerly 39 wks.); separation pay plan established for empl. with 5 or more yrs. of service who are laid off for 2 consecutive yrs.—2% of earnings for empl. with 5 to 10 yrs. of service, 2½% of earnings for empl. with 10 to 15 yrs. of service and 3% of earnings for empl. with 15 or more yrs. of service.

DUPONT OF CANADA, KINGSTON, ONT.—MINE WKRS. (IND.): 2-yr. agreement covering 1,100 empl.—settlement pay of 5¢ an hr. retroactive to April 22, 1962; wage increases of 5¢ an hr. eff. Oct. 21, 1962 and of 4¢, 5¢ and 6¢ an hr., depending on classification, eff. Oct. 21, 1963; craft wage rates adjusted by 3¢ an hr. additional; Sunday premium for continuous process empl. increased to 20¢ an hr. (formerly 17¢) in first yr. of agreement and to 25¢ an hr. in second yr. of agreement; labourer's rate after Oct. 21, 1963 will be $1.94 an hr.

HOTEL CHATEAU FRONTENAC, (C.P.R.), QUEBEC, QUE.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 600 empl.—wage adjustments for certain classifications; wage increase of 2¢ an hr. eff. June 1, 1962 for empl. not receiving wage adjustments.

INTERNATIONAL HARVESTER, CHATHAM, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 6¢ an hr. eff. June 3, 1962, June 3, 1963 and June 3, 1964; emergency pay of $1 for empl. required to work during lunch hours; 4 hrs. reporting pay (formerly 3 hrs.); qualifying period for annual vacations reduced to 130 days (formerly 150 days); 2 days bereavement leave with pay introduced.

MOTOR TRANS. IND. RELATIONS BUREAU (NORTH. GENERAL FREIGHT), ONT.—TEAMSTERS (IND.): 3-yr. agreement covering 500 empl.—wage increases of 5¢ an hr. eff. July 7, 1962, 5¢ an hr. eff. March 1, 1963, 5¢ an hr. eff. Dec. 1, 1963, 6¢ an hr. eff. Sept. 1, 1964 and 2¢ an hr. eff. June 1, 1965 for truck drivers; additional wage increases of 2¢ an hr. eff. Jan. 1, 1965 and 4¢ an hr. eff. Oct. 1, 1965 for drivers in zone "C" (south of North Bay); time and one half for hrs. worked in excess of 10 hrs. per day or 48 hrs. per wk. (no overtime provision previously); employer contribution to health and welfare insurance increased to $12 a mo. per empl. (formerly $8); employer contributions toward a pension fund of $3 a mo. eff. Nov. 4, 1962, $4 a mo. eff. Nov. 4, 1963 and of $5 a mo. eff. Nov. 4, 1964.

JOHN MURDOCK, ST. RAYMOND, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 2-yr. agreement covering 500 empl.—wage increases of 3% to 6%, depending on classification, eff. July 1, 1962; Dominion Day to be a paid holiday (previously no provision for paid holidays).

NEW BRUNSWICK TELEPHONE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 2-yr. agreement covering 550 empl.—salary increases of 4.6% eff. Aug. 1, 1962 and 3.2% eff. Aug. 1, 1963; evening differentials increased by 5¢ per shift; supervisors, observers and clerks differentials to be increased by 50¢ a wk. eff. Aug. 1, 1963; 4 wks. vacation after 31 yrs. of service (formerly after 35 yrs.); 1% charge for the collection of union dues discontinued; operator's salary in Fredericton, Moncton and Saint John after Aug. 31, 1963 will be $33.25 a wk.

NORMETAL MINING, NORMETAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 2½% eff. April 1963 and April 1964; prior to settlement, company increased wages by 5¢ an hr.; St. Jean Baptiste Day to be a paid holiday making a total of 7 paid holidays; labourer's rate after April 1964 will be $1.74 an hr.

POWER SUPER MARKETS, HAMILTON, OSHAWA & TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—salary increases of $2 a wk. eff. May 1, 1962 and $3 a wk. eff. May 1, 1963; weekly sickness and accident indemnity increased to $45 (formerly $30); male clerk's rate after May 1, 1963 will be $77.50 a wk.

PRICE BROS. DOLBEAU, KENOGAMI & SHIPSHAW, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 3-yr. agreement covering 3,000 empl.—piece rate increases of 25¢ a cord eff. April 16, 1962, 10¢ a cord eff. Oct. 19, 1962, 5¢ a cord in 1963 and 25¢ a cord in 1964; wage increases of 4% eff. April 16, 1962, 4% in 1963 and 4% in 1964; wage increase of 4% eff. April 16, 1962 for empl. in mechanized operations with a wage re-opener in second and third years of agreement; in second and third yrs. of agreement vacation pay for empl. with less than 50 days of service will be 2% of earnings; vacation pay for empl. with more than 50 days of service will be 2½% of earnings (formerly 2% after 75 days) in second yr. of agreement and 3% of earnings in third yr.; union shop provision introduced.

UNIVERSITY OF SASKATCHEWAN, SASKATOON, SASK.—CLC—CHARTERED LOCAL: 1-yr. agreement covering 550 empl.—wage increase of 3% eff. July 1, 1962; additional classification adjustments; Remembrance Day to be observed on Monday or Friday if it falls on a week-end (previously applied to 8 other holidays only); labourer's rate $241 to $281 a mo.

CANADA

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2. *Immigrants in Scientific and Technical Professions in Canada.* — L2-2002
3. *Canadians Studying in the United States for Degrees in Science, Engineering, Agriculture, Architecture and Veterinary Medicine,* 1955-56. — L2-2003
4. *Recent Changes in Engineering Manpower Requirements and Supplies in Canada.* — L2-2004
5. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1958-1960* (superseded by Bulletin No. 8) — L2-2005
6. *The Early Post-Graduate Years in the Technical and Scientific Professions in Canada.* — L2-2006

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THE LABOUR GAZETTE

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Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

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Meeting Manpower Challenge of the 1960's

Lack of facilities in past blocked development of effective technical training program; but under stimulus of Technical and Vocational Training Assistance Act, lack being overcome: for next year, schools opening at rate of one a day

Almost a year before the passing in December 1960 of the Technical and Vocational Training Assistance Act, it was estimated that technical and vocational training facilities in Canada would have to be increased by 50 per cent to meet current requirements and those in the near future. At the present rate of construction, this goal will be reached in less than 2½ years from the signing of the new Vocational and Technical Training Agreement, April 1, 1961.

During the next 12 months, new technical and vocational schools, institutes of technology and trade schools will be opening at the rate of one a day.

The Technical and Vocational Training Assistance Act provides for the sharing by the federal Government in provincial government expenditures on the following basis:

—For the construction of facilities: 75 per cent up to March 31, 1963 and 50 per cent thereafter.

—Toward operational costs of technical and vocational schools: up to 50 per cent.

—For training the unemployed: 75 per cent.

—For training in co-operation with industry: 50 per cent.

—For training of technical and vocational teachers, supervisors and administrators: 50 per cent.

—For training through correspondence courses: 50 per cent.

—For student aid to university students and nurses in training: subject to an allotment.

The current emphasis on technical and vocational training in Canada, says the Technical and Vocational Training Branch of the Department, is an inevitable outcome of:

—Rapid advances in technology, which are changing the pattern of industrial occupations.

—The demand for more workers with higher levels of technical knowledge and skill.

—A school drop-out problem: large numbers of young people were entering the world of work unprepared to meet its demands.

—The inadequate number of formal training programs in Canadian industry.

The rapid advances in technology in recent years have changed the pattern of occupations in large segments of Canadian industry from one in which education and training played a relatively small role to one in which there is a growing demand for more workers with higher and higher skill and more and more technical knowledge.

In the past decade, the fastest growing occupations have been those that require a high level of education and training. The occupations experiencing the least growth are in the semi-skilled and unskilled categories.

Although the emphasis in the secondary school system has in the past been on academic preparation for entrance to university, fewer than 10 per cent of Canadian students go on to universities. The greatest proportion, 70 per cent, drop out before obtaining junior matriculation.

Canada has never trained enough workers to meet the needs of its industry. Of the 280,000 skilled workers added to the labour force between 1946 and 1956, some 110,000 came from abroad. But this country can no longer depend on immigration as its main source of skilled and technical manpower.

And training programs in industry are not increasing at a rate sufficient to meet either the growing demand for skills or the urgent need for training facilities.

The lack of adequate training facilities has been a large hurdle in the development of an effective technical and vocational training program in Canada. The Technical and Vocational Training Assistance Act was designed to overcome this lack.

The technical and vocational training program now developing under the stimulus of the Act has these aims:

—To increase the productive capacity of Canada's labour force.

—To produce an adequate supply of highly-trained workers with the technical knowledge and skills required to meet current and future needs of Canada and its industry.

—To stem the tide of school drop-outs.

—To give adults and youth an opportunity to prepare for new occupations and to keep abreast of technological changes and the growing complexity of industrial occupations.

From the Labour Gazette, December 1912

50 Years Ago This Month

Trades and Labour Congress delegation asks for assurance that Eight-Hour Day Bill would be introduced; Prime Minister said he could give no such assurance Delegation protests substitution of cement for stonework on the Welland Canal

A request for assurance regarding the introduction of an Eight-Hour Day Bill in the House of Commons, made by a deputation from the Trades and Labour Congress of Canada in November 1912, met with the reply from the Prime Minister that he could give no such assurance at that time, according to a report in the LABOUR GAZETTE of December 1912.

The delegation, consisting of TLC President J. C. Watters, the acting Secretary, the Vice-President, and two others, as well as representatives of the letter-carriers from Winnipeg, Toronto and Montreal, brought up a number of other matters.

One of these concerned the bricklayers and stonemasons at the Welland Canal, who were complaining about the substitution in Government contracts of cement for stonework. This substitution, they said, meant the employment of unskilled labour instead of skilled bricklayers and stonemasons.

Prime Minister's Reply

The Prime Minister, who was attended by Hon. T. W. Crothers, Minister of Labour, said in reply that the Government felt that it had been entrusted with the people's money and that it must be governed by conditions. The change of material had been made for economic reasons, and the same thing had happened in private operations, although it was quite possible that such changes might cause individuals to suffer. He promised, however, to bring the matter to the attention of the Minister of Public Works.

The labour delegation mentioned also the condition of the steel workers in Nova Scotia, whose hours, they said, were too long, whose wages were too low, and who were subject to ill-treatment at the hands of individuals employed by the steel interests.

One of the delegates defined the position of the Congress regarding the Boy Scout movement. He stated, the LABOUR GAZETTE report said, that "while the members of the various corps were excellently trained, yet the sentiment of the working man was against international war and opposed to the developing of the military spirit among the boys of the country."

The deputation brought up a resolution that had been passed by the Congress regarding persons who had been brought from a distance to work at a place where a strike was going on, without having been previously informed of the strike. Such persons, the resolution contended, should be paid their travelling and other expenses both ways if they did not want to accept the employment.

Cost of Living

A report of a special committee of the Toronto Board of Trade that had investigated the high cost of living in Toronto was summarized in the GAZETTE. The report gave several reasons why prices were higher in Toronto than in smaller places. One of the reasons, the report said, was the apparent disappearance of any competition in some of the businesses connected with the collection and distribution of food products.

One quoted example of the wide spread between prices in Toronto and those in surrounding towns was that 9½ cents a quart was charged in Toronto for milk that compared unfavourably in quality with milk sold for 6 cents a quart in small towns a few miles away.

The report said the committee had found evidence that an association of Toronto commission merchants in the fruit and vegetable business had obtained exclusive control of the Toronto wholesale market, and was able to dictate terms to both the producer and the consumer. The men engaged in raising fruit and vegetables, the report said, had found conditions in Toronto so intolerable that they had been forced either to seek other markets or go out of business.

Co-operatives One Remedy

The committee found no evidence of any combination among the small retailers for the purpose of keeping up the price of food, but it thought that the unnecessarily large number of retailers tended to inefficiency and added to the cost of distribution. It drew attention to the growth of co-operative societies in Great Britain as one remedy for such a state of affairs.

Another reason for high prices in Toronto, the committee thought, was the lack of shipping facilities for produce coming into the city. There was no public wharf in Toronto, it said, and the consequence was that the railways were almost free from the competition of water transport.

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Productivity Council Planning National Tripartite Forum

The National Productivity Council will soon make an attempt to establish a national forum of top level management, labour and government representatives, it was announced by H. George DeYoung, Council Chairman, at the close of the Council's tenth meeting, November 15. National management and labour leaders will be invited to participate in the forum, along with senior government representatives.

The proposed forum will meet regularly to study Canadian economic developments and trends and recommend common economic goals for labour and management in the national interest.

The next national joint labour-management seminar, third in a series sponsored by the NPC, will be held at the University of Saskatchewan, Saskatoon, on January 23 and 24, Mr. DeYoung announced. It will be sponsored jointly by the National Productivity Council, the Saskatchewan Productivity Council and the University of Saskatchewan. Leaders of labour, management, agriculture, education and government from the western provinces and other parts of Canada will attend the seminar.

The first course at the first national work-study school in Canada, at Nova Scotia Technical College, Halifax, was to begin November 19, it was announced. The school is sponsored jointly by the National Productivity Council, the Nova Scotia Productivity Committee, the Nova Scotia Government and the Nova Scotia Technical College. Candidates from industry, organized labour, and government are to receive training in work-study theory and practice at the school, and, later, on-the-job training in industrial plants and offices under work-study specialists.

Nine engineers from Quebec have been sent to France for training as part of the Council's expanding work-study program. Sponsored by the newly established Scientific Business Organization Centre in Quebec, with financial assistance from the NPC, they will spend 6½ months at the *Bureau des temps élémentaires* in Paris, one of the world's leading instructional centres for French-speaking students of machine tool operation. On their return to Canada they will be employed as instructors in the Quebec Centre.

Research and development in the Canadian mining and metals industry was the subject of another report to the council by its subcommittee on applied research. The report revealed that the minerals industry is considering the formation of a National Advisory Committee on mining and metals research. It noted that there were only 388 postgraduate students in minerals and metals research at Canadian universities in 1961; and 64 per cent of them were doing research work in the geological sciences.

Non-industrial expenditures for minerals research by federal and provincial governments were reported to be $12½ million for the year. The number of metallurgical and mining engineers appears to be completely inadequate to meet existing Canadian needs and the hope of increasing research activities in these fields to make Canadian industry more competitive in world markets, the report stated. The complete research report will be published shortly. NPC is sponsoring further applied research studies of other industries in Canada.

A series of meetings in major industrial centres is being arranged by the Council to discuss the report of the recent NPC labour-management-government mission to Europe and its implications for Canada. Discussion forums are also being organized by national, provincial and local labour and management organizations to study the report, Council members were told.

A progress report on the development of provincial and local productivity councils in Canada was also presented.

Award U.S. Citation to Canada's Civilian Rehabilitation Co-ordinator

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, and Chairman of the World Commission on Vocational Rehabilitation of the International Society for Rehabilitation of the Disabled, has been awarded the citation of the United States "People to People Program."

The award was in recognition of Mr. Campbell's leadership in emphasizing the importance of vocational goals in rehabilitation programs in all countries.

The presentation took place during the annual conference of the National Rehabilitation Association (see page 1382).

Mr. Campbell was appointed National Co-ordinator of Civilian Rehabilitation in 1952. Before that he was Superintendent of Rehabilitation Services of the Ontario Workmen's Compensation Board.

Cornwall Opens New Facilities For Training Unemployed

Since April 1, more than 19,000 unemployed workers have been given training in Canada, approximately 8,000 of them in 24 centres in Ontario, said Hon. Michael Starr, Minister of Labour, at the opening last month of new facilities for training the unemployed at Cornwall, Ont.

"Just three years ago there were only 4,600 unemployed workers trained in Canada, and of these the number in Ontario was very limited," he added.

Commenting on progress in the program to expand technical and vocational training facilities in Canada, the Minister said:

"To date, across Canada, 454 projects are in various stages of completion. The total cost of these is estimated at more than $442,000,000, of which the federal share is more than $284,000,000. The new facilities will provide 127,000 student places. Approved projects include: 222 new schools, 156 additions and alterations, and 76 minor alterations and equipment purchases."

Presidential Committee Urges Personal, Corporate Tax Cut

President Kennedy's Advisory Committee on Labor-Management Policy has urged a cut in personal and corporate income taxes amounting to $10 billion.

The 19-man committee of businessmen, labour and public members, stressing the tax cut as being "the main tool for promoting our economic objectives in 1963," urged that it be effected as soon as possible and be followed by detailed review and revision of the entire tax structure.

AMC-UAW Profit-Sharing Plan Reports Successful First Year

The United States automobile industry's first profit-sharing plan, introduced by American Motors Corporation, has proved successful in its first year of operation.

AMC channelled $9,766,907 in cash and stocks into its "progress-sharing plan" fund, for distribution to some 27,000 hourly paid workers, mostly members of the United Auto Workers. Of the total amount, $3,255,636 was in company stock, an average of 7.3 shares per employee.

In addition, the company set aside $2,604,277 in profit-sharing funds for its 5,200 salaried employees.

Union as well as company officials expressed satisfaction with the results for the fiscal year ending September 30. The plan was worked out in 1961 bargaining with the UAW (L.G. 1961, p. 1092), and has since been accepted by three other unions representing AMC employees.

Radio and TV Employees Union Becomes Division of NUPSE

The Association of Radio and Television Employees of Canada (ind.) has become a division of the National Union of Public Service Employees (CLC). ARTEC's 1962 convention approved the merger.

The new division, which has 2,300 members, will maintain its existing structure and organization, including its collective bargaining and grievance arrangements.

ARTEC represents Canadian Broadcasting Corporation program personnel, sales and office staff, and some building maintenance employees. The merger took effect on November 1.

C.C.A. Holds National Conference On Industry's Labour Relations

The Canadian Construction Association held a National Labour Relations Conference in Ottawa on November 5-7. Among the subjects discussed were contract negotiation, multiple bargaining, and other labour-management problems.

Among speakers at the Conference was Hon. Michael Starr, Minister of Labour, who spoke on "Today's Need for Labour-Management Co-operation." He reviewed the changes taking place in industry today, observed that labour was tending to accept automation, and emphasized the need for closer labour-management co-operation.

As an outstanding advance in this direction, he cited the job security plan adopted by the railway companies and unions in the non-operating trades (L.G., Sept., p. 1008).

Pioneering Legislation

The Minister referred to "pioneering legislation" to be introduced to assist workers affected by layoffs, and stressed that unemployment insurance was not enough—employers had a duty toward their employees even when they were laid off.

He pointed out that the Ontario Select Committee on Manpower and Training had stated there were 40,000 carpenters in Ontario, with only 200 apprenticed in the trade, but that this condition was not peculiar to Ontario only. He added that both employers and unions should be prepared to accept more apprentices to pave the way for their advancement.

1,778 More Old Age Assistance Recipients in Third Quarter

The number of Canadians receiving old age assistance increased by 1,778 during the third quarter of 1962, the Department of National Health and Welfare announced last month.

The numbers receiving allowances under the Blind Persons Act and under the Disabled Persons Act both decreased during the same period.

Old Age Assistance—The number of persons receiving old age assistance in Canada increased from 100,252 at June 30 to 102,030 at September 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $9,476,499.25 for the quarter ended September 30, compared with $9,797,909.05 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $270,138,995.74.

At September 30, the average monthly assistance in the provinces ranged from $59.19 to $63.22. In all provinces and the Yukon Territory the maximum assistance paid was $65 a month; in the Northwest Territories, $55 a month.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,561 at June 30 to 8,554 at September 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $1,212,406.63 for the quarter ended September 30, compared with $1,234,562.28 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $38,132,649.31.

At September 30, the average monthly allowance in the provinces ranged from $58.93 to $63.86. In all provinces and the Yukon Territory the maximum allowance paid was $65 a month; in the Northwest Territories, $55 a month.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act decreased from 50,575 at June 30 to 50,493 at September 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $4,891,247.80 for the quarter ended September 30, compared with $5,000,125.89 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $98,435,594.77.

At September 30, the average monthly allowance in the provinces ranged from $63.57 to $64.64. In all provinces and the Yukon Territory the maximum allowance paid was $65 a month; in the Northwest Territories, $55 a month.

Union Shop Fails to Win Support Of Required Majority at 3 Firms

The union shop last month failed to gain the approval of a sufficient number of employees for adoption by three aircraft companies in the United States. A fourth firm refused to allow its employees to vote on the issue and was struck November 28.

The proposal that employees of the four firms vote on the union shop was made by a fact-finding board established by President Kennedy after negotiations had become deadlocked. The board's report, released in September, recommended that the union shop be instituted provided two thirds of the workers in each bargaining unit voted in favour.

In the three companies that permitted a vote—Convair Division of General Dynamics, North American Aviation and Ryan Aeronautical Company—the union shop was approved by a majority; but not by the required two thirds. The fourth was Lockheed Aircraft; the strikers returned to work the next day at government request.

At North American, 59.8 per cent of the employees favoured the union shop; at Convair, 54.2 per cent; and at Ryan, 60.5 per cent. The United Auto Workers is the bargaining agent at North American and at Ryan; the International Association of Machinists at Convair and Lockheed.

Veteran Winnipeg Trade Unionist, R.B. "Bob" Russell Has Retired

R. B. Russell, Executive Secretary of the Winnipeg and District Labour Council (CLC), has retired due to ill health. He is 74 years of age.

Well-known for many years in the Manitoba labour union movement, Mr. Russell was General Secretary of the Winnipeg Central Labour Council (One Big Union) at the time the OBU amalgamated with the Winnipeg and District Trades and Labour Council (TLC) and the Winnipeg Labour Council (CCL) to form the Winnipeg Labour Council (CLC) (L.G. 1956, p. 963).

100 Jurisdictional Disputes Settled

During the AFL-CIO Executive Council meeting in November, President George Meany reported that the labour body's

Internal Disputes Plan set up at last year's convention (L.G., Jan., p. 38) had set a record in mediating disputes in the first 10 months of its existence.

Of 142 complaints entered under the plan, 100 have been settled successfully through mediation or are still in the mediation stage.

120 AFL-CIO Unions Sign Pledge to Eliminate Discrimination

A total of 120 AFL-CIO unions, representing about 11,098,000 members, in November signed formal agreements with President Kennedy's Committee on Equal Employment Opportunity, pledging "to eliminate discrimination and unfair practices whenever they exist in the labour movement."

The "Union Program for Fair Practices" was signed by union officials and Vice-President Lyndon B. Johnson, Chairman of the President's Committee. President Kennedy, Secretary of Labor W. Willard Wirtz, AFL-CIO President George Meany, and AFL-CIO Secretary-Treasurer Willim F. Schnitzler, also took part in the ceremonies.

In Parliament Last Month

(page numbers refer to Hansard)

First reading of a bill respecting industrial change and manpower adjustment was given last month and resolutions preceding the introduction of three other bills of labour interest were agreed to.

Motions for second reading of two private members' bills were not put to a vote before expiry of the time allotted to private business. Two more private members' bills were introduced and given first reading.

A Royal Commission on marine pilotage was appointed during the month.

Supplementary estimates to cover expenditures under the Technical and Vocational Training Assistance Act and the Municipal Winter Works Incentive Program were tabled.

On November 22, a bill (No. C-83) to provide for the organization and maintenance of a manpower consultation service, for the payment of assessment incentives for carrying out manpower adjustment programs and of a labour mobility incentive, and for the establishment of an advisory council on industrial change and manpower adjustment was introduced by the Minister of Labour and read the first time (p. 1930). Earlier in the day the resolution preceding introduction of the bill was considered in committee (p. 1895). The same resolution had been moved a month earlier, on October 25 (p. 918).

On November 19, the Minister of Finance moved that the House go into committee at the next sitting to consider the introduction of a measure to establish a national economic development board and to define its duties. The Minister of National Revenue moved that the House go into committee at the next sitting to consider the introduction of a measure to establish an Atlantic development board and to define its duties. The Minister of Trade and Commerce moved that the House go into committee at the next session to consider the introduction of a measure to amend the National Productivity Council Act to provide for the appointment of three additional members. All three motions were agreed to (p. 1745).

On October 30, motion was made for second reading of Bill C-15, a private member's bill, to provide for pay for statutory holidays, and pay for work performed on statutory holidays, for employees in federal works, undertakings and businesses (p. 1096). The bill had been given first reading on October 1 (p. 32). The hour appointed for private members' bills expired without question put.

On November 2, a motion was made for second reading of Bill C-17, a private members' bill, to amend the Civil Service Act to give federal civil servants the right to negotiation and arbitration (p. 1250). It had been introduced and given first reading on October 1 (p. 35). The hour appointed for private members' business expired without question put.

On November 7, a private member's bill was introduced and given first reading:— Bill C-74, to amend the Immigration Act to facilitate the immigration to Canada of parents of Canadian citizens, regardless of their age or country of origin (p. 1357).

On November 2, the Minister of Transport announced the appointment of a Royal Commission to inquire into matters relating to marine pilotage (p. 1215), with Hon. Yves Bernier, judge of the Quebec Superior Court, as chairman.

The Government intends to introduce legislation during this session to put into effect its intention, announced earlier, to restrict to Canadian registered vessels the coasting trade of Canada, from Les Escoumains upstream to the head of the Great Lakes, J. A. McBain, Parliamentary Secretary to the Minister of Transport, said in answer to a question (p. 1366).

NEW YEAR MESSAGES

HON. MICHAEL STARR, MINISTER OF LABOUR

During the past year there was a sharp increase in the rate of growth of our economy, a growth that has been reflected in the continued rise in employment, production and incomes and in other measures of activity and progress.

Employment last year outstripped the growth of the labour force. Total employment in the third quarter of the year was 2.8 per cent higher than a year before and 4 per cent higher for the non-farm industries.

At the same time, unemployment continued to decline. In the third quarter of 1962 unemployment rates were lower than in 1961 in all industry groups and in all occupations.

Our Gross National Product is now running 11.1 per cent above last year. Per capita, it was $65 higher this year in constant dollars than in 1957. Industrial production continued an uninterrupted climb that began early in 1961.

The incomes of Canadians have kept pace. Personal income was 7 per cent higher than the year before, and this was reflected in retail sales, which in the first eight months of the year were 5 per cent higher in value than in the corresponding period of 1961.

Outlays for non-residential construction are expected to be the highest ever recorded, outlays for the expansion and modernization of our productive facilities are also up, and housing starts are higher than the year before.

All of these things build up a picture of sound, steady progress in which most Canadians have shared.

The winter's Municipal Winter Works Incentive Program will provide more than 150,000 jobs directly and an equal number indirectly. The "Do It Now" campaign is once again in full swing and other measures to create more employment are being carried forward.

There are longer-range challenges that must be faced now if we are to advance, economically and socially.

We are taking steps to upgrade the skills and education of Canadian workers to fit them for the more complex and demanding jobs of modern industry. We are planning to anticipate the effect on the working man and woman of automation and other technological advances, to prevent dislocation and hardship. We are finding ways of increasing productivity to meet increasing competition. It is obvious that all these things are tied closely together.

To provide facilities for more technical and vocational education and training, a vast federal-provincial program of school construction has been going on for the past two years. In that time 462 projects have been approved, 224 of them for completely new schools, which will train an additional 130,000 young Canadians. For this urgent building program we raised the federal contribution to 75 per cent of provincial costs.

A new Bill is before Parliament, a measure to deal with the adverse effects of automation and industrial changes on Canadian workers.

This is a pioneer measure, the first of its kind in the world. It is designed to deal in a positive way with some of the human problems of these changes, by providing government assistance, financial and technical, to labour and management to help them plan ahead to meet these problems as they arise in industry. In those cases where displacement cannot be avoided, workers will be helped to move to other jobs with a minimum of loss and hardship, should they wish to do so.

We are working with labour and management to find ways of increasing this country's productivity, on the national level through the National Productivity Council and on the local level through labour-management seminars and meetings and through the promotion of labour-management committees in industry.

The new Bill before Parliament will depend on the effective co-operation of labour and management for its success. Our efforts to increase productivity ultimately depend also on such co-operation.

Co-operation between labour, management and government in planning for the future will become increasingly essential in Canada. In a free society, this is the best way to accomplish the things we all desire. It is encouraging to note that organized labour and management are recognizing this.

Our economy has been gaining in strength over the past year. The outlook for 1963 is good, and we can expect it to be a happy and prosperous year for Canada.

My very best wishes to you all for 1963.

CLAUDE JODOIN

President, Canadian Labour Congress

The year 1963 is going to confront us with many questions to which we can no longer afford to delay answers. This is particularly true in industry and economics; but it is also true in many other areas.

We have just passed through a difficult year. During 1962 we have had brought home, in painful lessons, some of the realities of changing conditions, both throughout the world and within our own borders.

Unless we maintain an alertness there is always a danger that the effect of changes will be upon us before we realize it, and certainly before we plan to meet new conditions and circumstances. It is now quite obvious that we have not been sufficiently aware of the real nature of changes which are now taking place. There has been too much tendency to support the idea that what is now happening in industry is merely an extension of what has been happening since the first wheel turned, and that everything will eventually take care of itself.

This is not the case. We are confronted with developments which are likely to lead to the most sweeping changes in scientific methods, in production techniques, and in society itself. We need not only to be alert to these changes but we need to be prepared to adopt new methods and new approaches to meet these conditions.

This has been the basis of continued pressure by the Canadian Labour Congress for steps to improve labour-management consultation and for the participation of labour, together with other groups, in contributing toward planning under government auspices. The record clearly shows that labour's efforts in these directions, spread over a number of years, have for the most part been a voice crying in the wilderness.

During the past year there have been indications of an awareness on the part of some management representatives of the need for better labour-management relations. The example of certain European countries has attracted increased attention in Canada. There has also been a marked increase in support for the general idea of "planning" which, it seems, is no longer a bad word.

The Government, in the Speech from the Throne, anticipated legislation having to do with consultation on economic matters and programs to meet the changing conditions resulting from automation and other technological advances. These measures are now before Parliament and we hope that, in their final form, they will make a positive contribution to meeting today's needs.

All this provides ground for encouragement; but time is running out. While other countries have been moving ahead, Canada has been standing still. We cannot afford to let another year go by without taking decisive action.

This is also likely to be a vitally important year in international affairs and as Canadians we trade unionists have a very real interest in these matters. Our relationship with both the Commonwealth and the United States has been the subject of considerable attention and discussion in recent months. The policies we adopt during 1963 may prove to be significant in this regard.

We also face most serious decisions in other aspects of our international relations. As we turn into a new year there is a very immediate need for clarification of Canada's policies on a number of matters of international importance. Not the least of these is our position with regard to nuclear arms. Cut-backs made as part of the austerity program have reduced our assistance to needy countries abroad, leading to a further deterioration in the favourable position we once held. We should not let 1963 pass without doing everything possible to re-establish and even improve that position.

While we should take care not to become overly optimistic, there are signs that offer some hope of a slight thaw in the cold war. The renewal of disarmament talks in Geneva and a more extensive exchange of views between various powers offer at least some hope of an improvement in international affairs. Certainly if 1963 brought a relaxation of these tensions and enabled us to direct into more constructive channels the tremendous forces that are now required for defence, this would be a great year in the history of mankind.

The fact that serious thought is being given by more and more people to our industrial and economic problems also offers hope that we may find solutions, we may open channels of co-operation, and we may place ourselves in a position to gain from the new knowledge that is now available. In the international field there is the hope that a logical approach to our immediate problems, acute as they may be, may provide a method for the settlement of even deeper differences and so move us a step further toward a real and lasting peace.

The international labour movement, of which the Canadian Labour Congress is a part, has as its objectives: bread, peace and freedom for all men. At the New Year,

trade union members in Canada re-dedicate themselves to this ideal and pledge their support toward its attainment.

JEAN MARCHAND

General President, Confederation of National Trade Unions

If we limited ourselves to considering statements of principles, good intentions and verbal solutions to our problems, there would be no reason for Canada not to be the most prosperous and happiest country in the world. Every day, newspapers, radio and television bring us statements from those responsible for our political, economic and social life, which show us the way to the solution of our problems.

In identification and definition of our national aims, we are generously provided; but, unfortunately, our efforts seldom reach beyond this, as if we were unable, collectively, to catch up with realities to change them and guide them toward the attainment of our common ideal.

For example, we are against unemployment and for full employment. What do we do to solve this serious problem but wait anxiously for the release of employment statistics, in the hope that they will disclose some improvement of the situation, and this without our having to interfere with the blind forces that regulate our economic life

Inspired as we are by examples from Europe, we are in favour of labour-management co-operation. Nevertheless, not one week goes by without some employer or employers' organization declaring war on free unionism.

We are in favour of mutual understanding between the main ethnic groups in the Canadian population, yet racial discrimination is a common occurrence in our everyday life.

We are against domination of the Canadian economy by the American economy. Just try to find any concrete measures that have been taken to stop this invasion which, instead of retreating, is penetrating deeper and deeper into our economic life.

We wish the Canadian people to develop a personality of their own in the face of their powerful neighbour to the south. In the attainment of this objective, our CBC network is a prime and essential instrument. Consider how it is plagued and what underhand efforts are made to destroy it for the benefit of petty interests, who find support in higher government circles.

We are against war, and especially nuclear war. Consider our Bomarc missiles, impatiently waiting for the nuclear warhead held at our disposal by the United States.

In short, our national life is in constant contradiction with itself.

I have therefore no new ideal to suggest for 1963. We are generously provided in that respect. My only wish is that we may have the strength to put into action a few of the good intentions with which our speeches and statements are embellished. This would be the most convincing evidence that we are growing into adulthood.

A. A. HUTCHINSON

Chairman, National Legislative Committee, International Railway Brotherhoods

Once again we have passed through a year of uneasy peace, if it can be said that we have peace on earth while there are so many conflicts, both of arms and without arms.

As this is written we have the spectacle of the most populous nation on earth invading the territory of the second most populous for no apparent reason except a desire for conquest.

A conflict that could well have meant world-wide nuclear war was avoided only by firmness coupled with compromise, and we must be grateful that the spirit of compromise did prevail.

It is a matter of regret that a country such as India, while professing peace and goodwill, should use its might to overrun Goa and now finds itself attacked by a neighbour which believes in might only, and has no thought of peace.

The action taken by India against a weaker opponent cannot fail to detract from sympathy for India in its hour of trouble.

India's ruling classes are not of the Christian faith but their plight emphasizes the fact that we should "Do unto others as we would have others do unto us."

Unfortunately this Christian doctrine has not been present in relations between Unions of working people engaged in similar occupations in Canada in the past year.

Canada has been fortunate in being spared the horrors of war and having been able to try to strengthen the hands of those who are working for peace.

We have been fortunate in seeing a small increase in our prosperity and a reduction in unemployment, during the past few months.

(Continued on page 1415)

Apprenticeship Training Advisory Committee

Committee urges, at 14th meeting, closer integration of apprenticeship with other training programs, co-ordination of all technical and vocational training programs so that apprentices can advance readily from one program to another

Closer integration of apprenticeship with other technical and vocational training was recommended to all provincial and federal agencies in a resolution by the National Apprenticeship Training Advisory Committee at its 14th meeting, held in Ottawa November 1-2.

The Committee, which consists of representatives of provincial departments of labour and education, and of labour and management, through its resolution underlined the need for co-ordinating all technical and vocational training programs to permit an apprentice or other student to accumulate recognized credits and advance readily from one program to another.

Apprenticeship must be modernized and made more flexible, said George V. Haythorne, Deputy Minister of Labour, in his address of welcome to the delegates. Above all, he emphasized, it must be integrated with other training programs.

Apprenticeship training, like any other technical and vocational training program, must serve Canada's labour force as a whole rather than separate interests or training areas, declared C. R. Ford, Director of Technical and Vocational Training, Department of Labour.

Among other developments at the meeting was the announcement by Mr. Haythorne that regional fieldmen are to be appointed by the Department of Labour to assist in co-ordinating training efforts and to provide liaison between the provincial government departments involved and the Technical and Vocational Training Branch of the federal Department of Labour.

The Committee agreed, in an effort to broaden the over-all apprenticeship program, that the interprovincial examinations (L.G., March, p. 299) should be available to all automobile mechanics, electricians, plumbers, carpenters and sheet metal workers who hold a provincial completion-of-apprenticeship certificate. Apprentices who successfully pass these examinations are issued a certificate bearing a special red seal that is recognized as proof of trade proficiency in the nine provinces participating in the federal-provincial training agreement.

The Committee accepted 10 of 11 recommendations made by the provincial Directors of Apprenticeship, who met in Ottawa on the two preceding days.

During the meeting, copies of the new periodical, *Technical and Vocational Education in Canada* (L.G., Aug., p. 911), were distributed to members of the Committee and the provincial Directors of Apprenticeship. This magazine was established in answer to requests by the Directors and others that the Training Branch undertake more publicity work to promote training programs.

A report on the British Columbia Conference on Apprenticeship—held October 4-5 in Vancouver—was presented by John Melville, Director of Apprenticeship, British Columbia. (See also following article.)

The meeting of the Committee was again under the chairmanship of H. C. Nicholls, President, Milne and Nicholls Limited, Toronto.

Deputy Minister of Labour

"We need to see that apprenticeship is modernized and made more flexible and, above all, to make sure that it is properly integrated with other training programs," said George V. Haythorne, Deputy Minister of Labour.

"The place of pre-apprenticeship training should be frankly recognized and we should not continue to perpetuate outmoded concepts in this or any other training area," he told the Committee.

There were far too few apprenticeship registrations, Mr. Haythorne said. On June 30, 1962, there were 8,092 apprentices in the building trades registered with the provincial Departments of Labour (Quebec excepted) out of some 510,000 persons employed in construction occupations in these provinces. "This", he said, "represents only 1.6 per cent, or one registered apprentice for every 64 workers employed." He knew the Committee would be seriously considering the present level of apprenticeship registrations and what could be done to improve the quality of training provided.

"We must be ready, especially in this space age, to develop new approaches to training and to manpower, and to promote the full utilization of the new technical training facilities being constructed. One of the basic requirements, we feel, is to encourage industry, both employers and unions, to think through the kinds of training suited to manpower needs in their particular firm, industry and area.

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"This calls for a joint attack by employers and unions. It also calls for the full co-ordination of their efforts and those of the provincial departments concerned, especially Education and Labour, and of the federal Department of Labour," said Mr. Haythorne.

The Deputy Minister reported that a number of regional fieldmen would shortly be appointed to assist in the co-ordination of training efforts. They would also be available to assist in discussions with employers and unions regarding training.

Director of Training

C. R. Ford, Director of Technical and Vocational Training, Department of Lahour, first of all stressed that *all* training programs—whether apprentice, technical, vocational or other—must contribute to Canada's labour force as a whole. Such an approach was necessary if Canada was to compete successfully in today's world.

"We are concerned with the whole field of manpower, at all levels," said Mr. Ford, adding that no single training area should be given preference.

Training received by a person in any program, anywhere in the country, should be recognized in any other part of the country, and an apprentice, for example, upon completing his apprenticeship, should be able to advance into other programs—such as technician training—and receive official credits for his previous training, he said.

The complete co-operation and support of governments, labour and management was required in the nation's manpower training, Mr. Ford said. In Sweden it was often impossible to determine who was operating a particular training program—labour, government, or management—and none of them was concerned about claiming credit—the work was always done in the national interest.

Mr. Ford stated that the federal-provincial building program for providing additional technical and vocational training facilities was moving ahead so rapidly that some of the provinces might not be prepared to keep up. The provinces should be prepared to cope with a much larger influx of students than anticipated, he advised.

Report of Training Branch

The Technical and Vocational Training Branch reported that on September 30, 1962, there were 20,526 apprentices registered in the eight provinces that are party to the Apprenticeship Training Agreement with the federal Government.

Up to June 30, 1962, a total of 5,829 interprovincial examinations had been conducted, and 4,161 of the applicants had passed. Examinations were held in five trades; electrical construction, motor vehicle mechanics, plumbing, carpentry, and sheet metal. By the same date, 2,631 official seals had been issued or attached to certificates, compared with 1,514 at June 30, 1961.

The examination for the heavy duty repair trade has been assembled and circulated among the provinces for criticism. It is expected that this examination, together with that for the auto body repair trade, will go into use on a trial basis early in 1963.

The services of an examination and standards officer for the Training Branch, as recommended by the Apprenticeship Advisory Committee in February this year (L.G., March, p. 299), have not yet been obtained.

The Training Branch recommended that every effort be made to exploit the expanding training facilities in connection with apprenticeship training. "We must get closer to the high school and use every possible means to counsel the students and above all we must give them full credit, on their ensuing apprenticeship, for what they have accomplished." All provinces expect to have sufficient vocational instructors to meet the demand.

To cope with the needs of students who have inadequate grounding in mathematics, science, and communications skills, basic training is being offered in 109 centres this year under the program for training of the unemployed (Program 5, formerly Schedule M, under the Special Vocational Training Projects Agreement).

The Branch is placing emphasis on the more extensive use of the trade analyses (L.G., March, p. 299), not only in the preparation of curricula but in all phases of training for a particular trade. Analyses for two more trades—lineman, and residential oil burner installation and servicing—have been published. Analyses are also underway for the following trades: industrial mechanical (millwright), industrial electrical, instrument repair, residential warm air heating and air conditioning, and residential warm air heating and air conditioning technology.

The revision of the machinist trade analysis has been completed and is ready for printing. The revision for the motor vehicle repair trade (mechanical) has been delayed, but revision is to begin soon on the plumbing and welding trade analyses.

An additional 32 technical information sheets for the plumbing trade have been forwarded to the provinces, bringing the total of completed sheets to 96.

The Canadian Refrigeration and Air Conditioning Association has undertaken to prepare a series of sheets for its trade,. and other trade associations are showing an interest in similar projects.

Extension of Apprenticeship

In a discussion on the extension of apprenticeship training to manufacturing and service trades, R. H. MacCuish, Assistant Director of Technical and Vocational Training, Department of Labour, pointed out that productivity in manufacturing was increasing, the requirements for manpower were changing, and that an attempt should be made to determine what types of people would be needed in the future.

Small manufacturers did not know how to train apprentices and did not have the facilities, said W. L. Rowe, Vice-President, Coleman Lamp and Stove Co., Ltd., Toronto, an alternate employer representative on the Advisory Committee. In his company's plant, special training was provided for developing specialists for certain types of work, and they were not called apprentices.

The opinion was expressed that many of the larger manufacturing firms trained relatively few apprentices or journeymen; they trained operators or specialists instead. Some of them preferred to see that employees had a basic general training that would enable them to advance to supervisory positions with further in-plant instruction, or would provide the foundation for additional training later.

At the same time, it was pointed out that the "completed" apprentice, with his broader, all-around training, was much in demand by smaller firms where specialization was not practised.

Recommendations of Directors

The provincial Directors of Apprenticeship, from their meeting held on the two days preceding the Advisory Committee meeting, submitted 11 recommendations; the Apprenticeship Advisory Committee adopted 10 of them.,

The Directors of Apprenticeship recommended that:

—Every effort be made to assist the Department of Northern Affairs and National Resources in its project to provide apprenticeship training to people in the Northwest Territories.

—Increased use be made of the trade analyses in the preparation of vocational training programs that are likely to lead to further training by apprenticeship.

—A basic course outline be prepared for "heavy duty operators" for use by employers in on-the-job training.

—The Training Branch continue its efforts on trade and occupational analyses and interprovincial standards examinations.

—Trade and industrial associations be encouraged to produce related materials based on the analyses.

—The collection and distribution of information pertaining to new developments, changes in policy, and training material in general be continued and increased as far as possible.

—Encouragement be given to all provincial apprenticeship branches to provide staff for the development of curricula and examinations for apprentices. (This recommendation was not accepted by the Apprenticeship Advisory Committee).

—Priority be given to new trade analyses in the following order: appliance servicing, structural steel work, stationary engineering, diesel power plant operating, hairdressing, and barbering.

—Firm support be given, with a view to creating opportunities of further training for some graduate apprentices, to the plan of the Training Branch to analyze the occupation of "construction superintendent," with the anticipation that higher standards and recognition within the framework of the interprovincial standards program may ultimately result.

Interprovincial Standards Examinations

Interprovincial examinations and the issuing of interprovincial seals were approved for the following trades effective January 1, 1963: automobile mechanics, electricians, carpenters, sheet metal workers, plumbers, and heavy duty mechanics. The auto body trade examination was approved for use on a trial basis in 1963.

The following provinces have volunteered to prepare new interprovincial standards examinations in these trades: British Columbia, bricklaying; Alberta, painting and decorating; Ontario, refrigeration; New Brunswick, machinist; Saskatchewan, radio and TV servicing.

The Directors of Apprenticeship recommended that the interprovincial standards examination be used for the sole purpose of establishing interprovincial standards certification for persons who hold or are eligible to hold provincial completion-of-apprenticeship certificates.

It was further recommended that where circumstances warrant, permission be granted to provinces to use the material of the interprovincial standards examination for purposes of provincial certification of journeymen other than completing apprentices, provided that all interprovincial standard identification be replaced by provincial identification, and that it is in no way indicated that successful candidates have passed an interprovincial standards examination.

The Directors recommended also that any person holding provincial completion-of-apprenticeship certificate in the trade of automobile mechanic, electrician, plumber, carpenter, and sheet metal worker be eligible to write the interprovincial standards examination for his trade, and if he passes the examination, the interprovincial seal be affixed to his certificate.

The Advisory Committee approved these recommendations.

Renewal of Agreement

The Committee began discussions on the tentative renewal in 1964 of the federal-provincial Apprenticeship Training Agreement. Under this agreement, the federal Government since 1944 has shared equally with participating provincial Governments in the costs of training programs for apprentices.

Mr. Ford stated the subject of agreement renewal was introduced to initiate thinking on what changes might be desirable for incorporation into a new agreement. The Department of Labour itself had not yet contemplated any changes, he said.

Relationship with Other Programs

A discussion on the relationship of apprenticeship with other vocational training programs was initiated by William Hurd, chief of apprentice training, Technical and Vocational Training Branch. He pointed out that the general object was the integration of training, to correlate the different forms of training, and suggested that the trade analyses be used more widely for this purpose.

No terminal programs should exist in Canada, he said. An apprentice should be able to proceed into additional courses with the aid of apprenticeship credits that should be recognized in further training.

After discussion, the Committee adopted a resolution recommending that all provincial and federal agencies integrate more closely the apprenticeship program with other technical and vocational education.

Importance of In-School Training

The importance of in-school training as a part of apprenticeship was discussed under three general headings: (a) content, (b) testing and measurement, and (c) remedial teaching and upgrading, although much overlapping occurred during the discussions.

Greater importance should be placed on general background training that would help meet future conditions, not only today's, said Mr. MacCuish. Related subjects such as science and mathematics were becoming more important than specific techniques, he asserted.

K. A. Pugh, Deputy Minister of Labour, Alberta, pointed out that it was difficult to draw the line between related and unrelated subjects. F. E. Whittle, Assistant Director of Apprenticeship, Alberta, pointed out that subjects in a training program not readily identifiable as being related would not receive the support of employers.

All subject matter pertaining to a particular occupation training program fell into three areas: practical work, theory directly related to the work, and other, less directly related subjects, stated B. F. Addy, Director of Vocational Education, Manitoba, who observed that schools could not turn out journeymen, and this was not their function. The added practical experience, the skill and speed, had to be obtained in industry.

A follow-up system is urgently needed for apprentice training on the job, asserted B. W. Kelly, Director of Apprenticeship, New Brunswick. Too often an apprentice was kept on the same type of operation for months, depriving him of wider experience in on-the-job training, he said.

Publicity for Training Programs

The publicity campaign of the Department of Labour to promote training programs was described by M. J. Kelly of the Information Branch. The main objective in the current basic publicity program was to try to keep young people in school, this being regarded as the fundamental problem.

B.C. Conference on Apprenticeship

Sponsored by provincial Department of Labour, "highly successful" conference attracts 300 participants from among management, labour and government leaders

A "highly successful" conference on apprenticeship, advertised by the British Columbia Department of Labour, who sponsored it, as "Canada's First Conference on Apprenticeship," was held in Vancouver October 4 and 5. More than 300 leaders of the province's management, labour and government participated.

The conference consisted of the presentation of two papers, five panel discussions, and a general discussion at the meeting's conclusion. The papers were presented by two officials of the federal Department of Labour: Gil Schonning, Assistant Director of the Economics and Research Branch, and R. H. MacCuish, Assistant Director of the Technical and Vocational Training Branch.

In the general discussion at the end of the conference, it was agreed that the joint conference planning committee would not be disbanded, that its scope would be enlarged, and that future conferences should be held to study other provincial manpower problems. The planning committee was under the chairmanship of W. H. Sands, B.C. Deputy Minister of Labour, and comprised 12 members representing labour, management and government.

Hon. Leslie R. Peterson, Q.C., British Columbia Minister of Labour, in his announcement of the conference (L.G., May, p. 503) outlined its objectives as:

1. To define the principles of apprenticeship training.

2. To identify the areas of possible co-operation between labour and industry with respect to apprenticeship training in British Columbia.

3. To outline possible future co-operative programs.

The conference chairman was N. Lyle Barr, Chairman of the Provincial Apprenticeship Committee.

Gil Schonning

"Even the optimum development and use of our manpower is no substitute for lack of aggregate demand, and so will not *per se* solve unemployment," Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, Ottawa, told the conference.

Nevertheless, he went on, "investment in manpower is a profitable one, since there obviously is a close link between manpower competency and productive efficiency. How and where we invest may stand re-examination, and I believe we need to give serious thought to this in the future." Much of his address, entitled "The Practical Utilization of Trained Manpower in this Nuclear Age," was devoted to a consideration of how such investment should be directed.

The speaker said that our objectives for the future ought to be: first, to learn more about what we are training people for; second, how much background knowledge and training should be given, keeping in mind the need for a flexible and adaptable work force; and third, to find means of minimizing the dislocation in employment caused by technological and other "shocks" that are being felt more and more throughout the economy.

Mr. Schonning discussed, first, the factors that bring about changes in the demand for labour both in quantity and kind. Such changes, he said, might come about as a result of changes in the structure of industry due in turn to shifts in demand both at home and abroad, or to the substitution of products and services.

If the pace of change is slow, there is no problem. But the faster the pace the harder it is to make the necessary adjustments in the supply of manpower and the more likely is the occurrence of dislocations in supply and demand "because of the lag between what an economy wants and what [training] institutions can produce."

Technological changes and automation can create very rapid and dramatic changes in the kind and quantity of manpower required, in some instances creating the demand for new skills, he said.

Many of these changes have been re-reflected, of course, in our educational and training institutions. The adjustment between the requirements of the economy and the supplies provided by our education and training institutions has not always been smooth. In fact, in recent years we have developed shortages in a number of occupational supplies, while at the same time accumulating large surpluses of both experienced and inexperienced manpower.

Mr. Schonning then turned to the problem of long-range manpower forecasting, which the Department of Labour is now exploring with two objectives in mind: to estimate the size of Canada's manpower supplies at some future date, and to estimate the occupational requirements of the economy of that period.

The assumption that the percentage of 14- to 19-year-olds staying in school will grow and that therefore the proportion entering the labour force will decrease implies a strong increase in the demand for education and training facilities.

One objective in meeting the responsibility to Canada's young people must be the assessment of the changing requirements of the economy in the future; another, the adaptation of education and training programs to these requirements in a way that will produce a flexible and adaptable work force.

A third objective must be the strengthening of guidance programs so that the young, "potential recruits for the labour market," will be able to make the best choice of occupation in line with their abilities, inclination and occupational opportunities.

Two other responsibilities are the retraining of adult workers who have adequate education but whose occupation has become surplus, and the retraining of those who lack the necessary general education for training.

In order to make the most effective investment in education and training it was necessary to be able to give at least a partial answer to a number of questions. These included:

—Which occupations are expanding, which remaining stationary, and which declining in terms of the numbers of workers and kinds of skills required?

—How much education and training do these occupations call for, and what is the most effective way of giving it?

—What is the best way of retraining adults, especially those lacking in the basic education needed before technical training could be started?

—What is the best way to develop and expand services designed to help in allocating manpower supplies?

As to which occupations will grow and which will change or decline, we do not know all the answers, but we are convinced that good estimates must be found, Mr. Schonning said. "In general, we all know that the so-called 'paper shuffling' occupations will continue to expand and within this group the professional; in particular, occupations such as keypunch operators, tabulating machine operators, secretaries, stenographers and typists would seem to have a good future ahead of them."

The group engaged in non-office activities may expand much less. A study by the Department of Labour has indicated sharp increases in maintenance occupations—pipefitters, mechanics and millwrights—and lesser increases among stationary engineers, maintenance welders and electricians.

Among production occupations increasing were power truckers, polishers, sheet metal workers, production welders, fitters and assemblers; among those dropping were core makers, machine operators and moulders.

Examples of occupations where changes have occurred and where future demand is likely to expand were: office occupations arising out of the use of electronic data processing machines; occupations connected with the industrial uses of electronic equipment and instruments; those connected with expanding hospital care, such as radiographers and X-ray and radio isotape operators.

Concerning the question of how much education and training were needed in "these new and changing occupations," he said young people, especially those destined for non-professional work, must somehow be made aware that what they think is sufficient preparation for the moment may be entirely inadequate some years hence.

It is debatable whether we should encourage our young people to take more education than they need in the early stages of their careers, or rely heavily on retraining and refresher and booster courses. "Until recently, evidence suggested that our young people and our society may have underestimated the rising level of technical and other requirements of our changing economy."

As to how best to train people, Mr. Schonning said that so far we had obtained our trained workers from a number of sources: from those trained on the job or from immigration; some had come from apprenticeship and from technical and vocational schools. Immigration as a source had been drying up, and the other sources would probably continue to supply our trained manpower. But trained workers in future must be able to adapt to rapid changes and to the economy's increasing demand for technical competence; this may force us to shift to more formal training, which may provide the worker with a wider potential competence than when he is trained on the job.

For the adult worker who is in need of a booster so as to enable him to take retraining, Mr. Schonning thought specially designed courses in science and mathematics might be more suitable than requiring them to finish another whole grade or two. It might be better, and it would certainly be cheaper, to give them courses suited to their needs than to use the regular grade system.

Lastly, the speaker dealt briefly with special machinery which helps to minimize labour market dislocations. He suggested that the problem could be partly met by: preparations for meeting manpower changes before they occurred; after advance warning had been given, developing "a comprehensive and imaginative program for training, retraining, and transferring workers affected by technological or other major changes;" by subsidizing income and helping to move workers to other places where jobs were obtainable.

"It may be that a co-operative arrangement is needed in coping with this problem in which employers, unions, and governments join forces," Mr. Schonning said.

R. H. MacCuish

"If apprenticeship is going to do more than exist as a program, it must meet the need of training today's youth for tomorrow's jobs," said R. H. MacCuish, Assistant Director, Technical and Vocational Training Branch, in the second of two papers presented at the conference. He was speaking on "The needs and principles of Apprenticeship."

Mr. MacCuish first dealt with apprenticeship in the light of the five basic areas of need for training that were outlined by H. L. Shepherd of Canadian Westinghouse in a preliminary report of his study on the development of training in industry that he undertook for the Department of Labour (L.G., March, p. 302).

These areas were: (1) Basic training for skill development, (2) Short-term retraining as a result of changing production methods in industry, (3) Journeymen craftsmen training, including both apprenticeship and non-apprenticeship programs, (4) The training of technicians, and (5) The training of first-line supervisors.

On the first area of need, basic training for skill development, Mr. MacCuish pointed out that 75 to 80 per cent of the unemployed are in the 43 per cent of the labour force having only primary education. Even up to the early postwar years, this was sufficient education for entry into the skilled trades.

"Even today we accept young people into some of our trades with this level of education and, what is more serious, we teach them only the skills required now." Training programs should give apprentices sufficient background in basic subjects to provide the flexibility required by constant technological change.

Many firms now require high school graduation for entrance to apprenticeship.

> I believe there is an important place in our system for apprenticeship. I do not go along with those who say that it is outdated and should be scrapped.
>
> I believe that some of the traditional concepts of apprenticeship that remain in our present programs should be modified.
>
> I look upon apprenticeship as a training program, not as a control or as a means of manipulating the entrance to particular occupations.
>
> I believe that apprenticeship is an important link in an over-all skilled and technical manpower development program, and that it should be integrated with and closely related to other links in this total program such as the vocational high school program, the technician training program, and appropriate short-term programs of manpower training.
>
> Apprenticeship must prepare those entering the skilled trades, not only for today's techniques and methods, but also must provide a foundation of knowledge upon which they can cope with tomorrow's techniques and methods.
>
> *—R. H. MacCuish, at B.C. Conference on Apprenticeship*

But what of the boy who for one reason or another does not graduate from high school? In my opinion, apprenticeship provides one of the routes to full competence in a skilled occupation and should accept the boy who enters the world of work with less than high school graduation. However, for this boy we should provide the equivalent of the high school program in those subjects needed to provide him with a source of livelihood in the future.

This implies that industry should provide the apprenticeship opportunities, the on-the-job experience, and, jointly with government, the necessary institutional training. This is in the interest of each and every individual Canadian; it is in the national interest.

With reference to short-term retraining needed as a result of changing production methods, Mr. MacCuish pointed out that as long as production techniques are changing so rapidly, we will require short-term retraining programs even in times of relatively high employment.

A recent ILO recommendation stressed that accelerated training in skilled occupations must be followed up with a broader and more general training on the job. There were two implications here for apprenticeship:

"One is that short-term training opportunities should be provided in skilled trades, and the other is that apprenticeship should provide for the follow-up training to broaden the trainee into full competence in the skilled occupations."

He disagreed with those who thought that short-term training in skilled trades would harm the apprenticeship method of training and dilute the competence of the work force. He was more concerned about

the harm that would be done to apprenticeship "by trying to keep it isolated, in its traditional form, from the realities of today's requirements."

The third of Mr. Shepherd's areas of need for training, journeymen craftsmen training, was of course the main concern of apprenticeship, Mr. MacCuish said. Present training programs are not providing nearly enough skilled tradesmen to meet the demand, he said. He had more to say about this when he discussed the principles of apprenticeship.

The fourth need, the training of technicians, the speaker said was closely related to apprenticeship. Apprenticeship training should be broad enough to allow tradesmen to advance to the extent of their ability. This meant that either during apprenticeship or otherwise, they should have the chance to qualify for entry to institutes of technology or to advance on the job to technician's status. "On the other hand, entrance requirements to institutes should give credit to relevant training during apprenticeship," Mr. MacCuish believed.

As to the fifth category, the training of first-line supervisors, here again a man should have the chance to develop to the full extent of his ability, he said. Apprenticeship programs should produce the kind of tradesman who could become a supervisor with a minimum of difficulty. Some apprenticeship programs provided basic supervisory programs during the apprenticeship period, and this should be encouraged as long as "the institutional part of apprenticeship does not become excessive."

Mr. MacCuish then enumerated a number of principles of apprenticeship under the four divisions in an apprenticeship program: planning and administration, shop instruction, related instruction, and the selection of apprentices.

If an apprenticeship program is to be effective in producing sufficient tradesmen for the future it must be run continuously, through times of prosperity and depression; it must be run efficiently, just as efficiently as manufacturing operations themselves; it must be operated in terms of the needs, present and future, of industry and in terms of the particular industry. And effective apprenticeship requires the active interest and participation of management, labour and government, he said.

Some of the principles were that: training should provide an adequate number of new tradesmen, with a logical ratio of apprentices to journeymen; this ratio should be positive rather than restrictive; there should be a written apprenticeship agreement; training should continue through bad times as well as good; credits should be allowed for previous training; apprentices should be rotated in their work to give them all-round training; instructors should be competent and should have had some training as instructors; in job instruction the emphasis should be on instruction rather than on production.

An apprenticeship program should aim to produce tradesmen who could adapt themselves to new methods. "Production techniques and methods change so quickly that competence is now a matter of one's ability to understand principles and adapt to new methods with a minimum of formal retraining," the speaker said.

"Age limits are a matter for individual employers to determine. Legislation may provide a minimum age, but a maximum age, in my opinion, is unrealistic," Mr. MacCuish said.

Corporations and Labour Unions Returns Act

Enacted this year, federal measure, to come into force on January 1, requires unions and corporations operating in Canada to submit annual financial returns

The Corporations and Labour Unions Returns Act, which received Royal Assent on April 18, 1962 and which will come into force on January 1, 1963, requires corporations and labour unions carrying on activities in Canada to file annual returns with the Dominion Statistician.

The returns will be divided into confidential and non-confidential sections. Information disclosed in Section A, the non-confidential part, will be available for public inspection. Section B, the confidential part, will contain financial data, which will be published only in summary form.

A Government bill to provide for returns from corporations and labour unions was given first reading in 1961. After this, representations were received from both companies and unions. The Minister of Justice, who introduced the 1962 bill, said that the Government had welcomed the expression of views of companies and unions

and that these views had been "very carefully and exhaustively studied and taken into account in the preparation of the new bill." He emphasied that the legislation was primarily a fact-finding measure.

General Provisions

Both corporations and unions are required to submit returns for the reporting period coinciding with or ending in 1962. The returns are to be filed not later than six months after the coming into force of the Act or the end of the reporting period, whichever is later.

Reporting period in relation to a corporation means a fiscal period of the corporation as defined in the Income Tax Act. In relation to a union, it means a fiscal period of the union.

A copy of Section A of a corporation return will be kept in an office of the Department of Secretary of State; one copy of the corresponding section of a union return, in the Department of Labour. The non-confidential sections of the returns will be available for inspection upon payment of the prescribed fee, which may not exceed $1 in respect of any corporation or any union.

Section B of the returns will remain in the custody of the Dominion Statistician and the data disclosed will be published only in summary form.

Information contained in Section B of the returns is privileged information and no official or authorized person may be required to reveal any facts in any legal proceedings except those relating to the administration and enforcement of the Act.

Other government officials, however, may have access to the privileged information for purposes of determining policy in connection with the formulation of any law.

Any official who violates the secrecy provisions is guilty of an offence and liable to a fine of up to $1,000 or imprisonment for up to three months or both.

The Minister of Trade and Commerce is required to submit to Parliament an annual report containing a statistical summary and analysis of the information filed by corporations and unions. The information is to be presented in such a way that particulars disclosed in Section B of the returns will not be identifiable with any company or union.

In addition to his general authority to make regulations for carrying out the Act, the Governor in Council is authorized to prescribe the form for financial reports and the particulars to be included in them.

A corporation or a union that fails to file the required reports is guilty of an offence and is liable on summary conviction to the penalties provided.

Corporations

Corporations Covered

The Act applies to all corporations carrying on business in Canada except corporations listed in the Schedule.

Among the exempt corporations are corporations whose gross revenue from their Canadian activities was not over $500,000 in any reporting period and whose Canadian assets did not exceed $250,000, and companies who are required to file substantially the same kind of information under other federal legislation.

The Act exempts also municipalities, crown companies, agencies of foreign governments, non-profit charitable or religious organizations, and corporations not less than 90 per cent of the capital or shares of which are owned by Her Majesty in right of Canada or a province or by a Canadian municipality or by another government.

Corporation Returns

In Section A, the non-confidential part, a corporation must show the corporate name; the address of the head office of the corporation, and, in the case of a company not resident in Canada, the address of its principal place of business in Canada or place to which communications under the Act may be directed; the manner, date and place of incorporation; the name, address and nationality or citizenship of each director and of each officer of the corporation resident in Canada and the position held by each such officer.

In Section A of its return a company must also show the amount of authorized share capital, the number of shares of each class, and a description of the voting rights attached to each class.

In addition, a company must report the number of issued shares of each class, showing the number of shares of each class held by persons with addresses of record in Canada or elsewhere. A company must also report the number of non-residents who hold more than five per cent of the total of issued shares of any class, giving the number of shares held by each such person.

Every company is obliged to disclose the name and address of every corporation holding 10 per cent or more of its issued shares or of any class of shares, as well as the number of shares held by each such corporation. If a firm holds more than 50

per cent of the total number of issued shares of any class of any other company it must give information regarding the name, address and incorporation of that company.

The total amount of debentures issued and outstanding, together with the total amount of each class of debentures, must also be shown in Part A of the corporation return.

The Act further provides that every company, except one that is prohibited from selling its shares or debentures to the public, must show the total number of shares and the total amount of debentures of each class that have been offered in Canada for public subscription in the last five years.

All information in Section A of a company return except particulars as to the name, address and incorporation and shares and debentures offered for public subscription in the last five years must relate to the last day of the reporting period. Only changes need to be mentioned in any subsequent reporting period.

Confidential Part

Section B of a corporation return, the confidential part, comprises (1) a financial statement for the reporting period consisting of a balance sheet, a statement of income and expenditure and a statement of surplus; (2) such annual financial statements (other than those described above) as are required by the by-laws of the company or under the terms of incorporation to be placed before an annual meeting of shareholders; (3 an itemized statement showing separately certain payments made by the corporation in the reporting period to persons not resident in Canada.

This separate statement must show remittances abroad for such items as: dividend and interest payments, rent, royalties, franchises, payments for advertising and sales promotion or in respect of scientific research or product development, insurance premiums, management and administration fees, salaries, fees and other remuneration to officers and directors, annuities, pensions and similar payments to officers and directors and to persons holding more than five per cent of the issued shares of the corporation or of any class of shares, fees for professional services, and other consulting fees and charges not specifically mentioned.

Every statement in both parts of a corporation return must be certified by the president or a vice-president and by the secretary or treasurer or by any of these officers and a director. The statements in Section B of the return, except the statement covering payments to non-residents, must be accompanied by a signed auditor's report.

Unions

Unions Covered

The Act applies to every labour union carrying on activities in Canada and having a local union or branch in Canada, except a union with fewer than 100 members resident in the country.

Union Returns

In Section A of its return a union must show: (1) the name of the union; (2) the address of the headquarters of the union and, in the case of a union with headquarters outside the country, the address of its principal office in Canada or place to which communications under the Act may be sent; (3) the provisions of the union constitution; (4) the name and address of each union officer and the position held by each; (5) the name, address and nationality or citizenship of each officer and employee of the union resident in Canada (other than clerks or stenographers), the position held by each and the manner of his election or appointment; (6) the name and address of each local or branch in Canada, the number of male and female members in each and the name and address of each officer; (7) the name and address of each local or branch of the union in Canada under trusteeship, together with particulars; (8) the name and address of every employer or employers' association, resident in Canada, with which the union has a collective agreement.

All information except the first two items must relate to the last day of the reporting period but only changes need be shown in subsequent reports.

Section B of the union return (the confidential part) comprises a financial statement consisting of a balance sheet showing the assets and liabilities of the union as of the last day of the reporting period and a statement of income and expenditure in such form and containing such particulars relating to the financial position of the union as may be prescribed by regulation.

In addition, a union with headquarters outside Canada must also furnish a classified statement showing total amounts paid or credited to the union in the reporting period by, on behalf of or in respect of members resident in Canada on account of initiation fees, membership dues, health and welfare assessments, death benefit assessments, strike benefit assessments, fines and work permits.

Like the corporation returns, union statements must be verified by officers. Every statement must be certified by the president

or a vice-president of the union and by the secretary or treasurer or by one of these officers and by a member of the executive board of the union. The financial statements in Section B of the union return (except the special statement required of international unions) must be accompanied by a signed auditor's report.

Safety and Health Legislation in 1962

Six provinces adopt new safety and health measures; three of them emphasize construction safety. Ontario establishes Labour Safety Council, and passes Construction Safety Act. Manitoba amends Building Trades Protection Act

During the 1962 sessions of the Legislatures, six provinces adopted new safety and health measures, three of them emphasizing construction safety.

Ontario established the Labour Safety Council of Ontario and passed the Construction Safety Act 1961-62, providing for the establishment of safety standards and requiring municipalities to appoint construction safety inspectors. It also made minor changes in the Construction Hoists Act, 1960-61 and the Elevators and Lifts Act, and amended its Mining Act to bring it into line with current practices.

In Manitoba, amendments to the Building Trades Protection Act and the Employment Standards Act extended the coverage of the legislation and introduced new safety rules. Amendments to the Electricians' Licence Act provided for additional classes of licences.

New Brunswick passed the Logging Camps Act, which provided for the enforcement of minimum health and sanitation standards in logging camps, made some changes in the coverage and regulations sections of the Factory Act, and replaced its Mining Act.

In Nova Scotia, new provisions dealing with radiation hazards were added to the Public Health Act. The Metalliferous Mines and Quarries Regulation Act and the Coal Mines Regulation Act were amended.

Other safety and health measures adopted at the 1962 sessions were the Alberta Elevator and Fixed Conveyances Act and an amendment to the Newfoundland Health and Public Welfare Act.

ONTARIO

Most of the changes in safety legislation in Ontario stemmed from the Report of the McAndrew Royal Commission on Industrial Safety (L.G., Dec. 1961, p. 1238). The Report, which was made public on October 20, 1961, contained observations and recommendations with respect to seven Acts governing the safety of workers administered by the Department of Labour.

In addition to recommendations for new legislation to deal with safety in construction work and in other industries, the Commission recommended the adoption of a system of provincial licensing of builders and contractors in the building construction industry.

Ontario Safety Council

The first step taken in the implementation of the Report was the establishment of the Labour Safety Council of Ontario, by amendment to the Department of Labour Act.

The Council, set up on January 13, consists of seven members representing industry, labour, medicine and engineering.

The function of the Council is advisory and its authority is limited to inquiry. The Council is to inquire into and advise the Minister, at his request, regarding any matter affecting the safety of workers. In particular, it is empowered to concern itself with safety laws, and with the co-ordination of the functions of all organizations concerned with workers' safety.

Construction

One of the principal recommendations of the McAndrew Report was that the Ontario Building Trades Protection Act, originally passed in 1911, which the Commission found to be unenforced and practically unknown, should be repealed and replaced by a new Construction Safety Act. Following the recommendation, the Ontario Legislature passed the Construction Safety Act, 1961-62, which went into force on August 1.

A feature of the new Act is that it covers other structures as well as buildings, including those of the Crown and its agencies and of a municipality. Farm buildings, projects to which the Mining Act applies, and buildings being constructed by the owner in person are the only exemptions.

The Act makes it the duty of the employer to take every reasonable precaution for the safety of his workmen, provides a penalty for a workman who endangers his

own safety or that of others, and assigns the responsibility for enforcement to the municipality, which may obtain assistance from provincial inspectors on request. No standards are set out in the Act but are to be prescribed by regulation. The first regulations were issued in August (L.G., Sept., p. 1052).

As indicated above, enforcement is primarily a municipal responsibility. It is now mandatory for every local municipality with a population of 50,000 or more, and every city or separated town and every area municipality in Metropolitan Toronto, to appoint inspectors to enforce the Act and regulations. County councils are required to appoint inspectors to enforce the legislation in municipalities that are not required to have their own inspection staff. Two or more municipalities may have a joint inspectorate. Provincial inspectors are responsible for enforcing the Act in territory without municipal organization.

On request, provincial inspectors are required to assist the municipalities in the selection and training of their inspectors and to advise and help municipal inspectors in the performance of their duties. Provincial supervision is provided for through a provision that requires the clerk of a municipality to notify the Deputy Minister of Labour within seven days of the appointment or termination of service of a municipal inspector.

An inspector may require an employer to produce drawings and specifications of any project. If he finds that any provision of the Act or regulations is being contravened, he may issue a written order requiring compliance with the law. Work on the project must cease if immediate compliance is required, or if an order has not been carried out in the time specified. The inspector may affix such an order to a project, and the notice may not be removed without his approval.

The maximum fine for failing to observe a "stop-work order" is $100 for every day that the contravention continues. For other offences, a fine of not more than $1,000 or imprisonment for not more than 12 months, or both, may be imposed.

A fine of not more than $500 may be imposed on any workman who "by his conduct endangers his safety or that of other persons" or who fails to use or wear protective devices or clothing as required by his employer.

Municipal inspectors are required to make an annual report to the municipal council, stating the number of inspectors employed and giving particulars regarding inspections, informations laid, convictions and penalties imposed, fatal injuries, remedial and stop-work orders, and other matters.

Amendments were made to the Ontario Construction Hoists Act, 1960-61, which came into force on November 19, 1962, relaxing the requirements to some extent with respect to construction hoists used to raise and lower materials. As a result, plans and specifications of material hoists will not have to be submitted to the Department of Labour for approval but it will be necessary to obtain the permission of the chief inspector before commencing an installation or a major alteration.

The provision requiring all hoists to be inspected before being put into operation and after a major alteration was also amended to give the chief inspector authority to permit a material hoist to operate temporarily without inspection under specified circumstances.

Elevators

The Ontario Elevators and Lifts Act was amended to require inspectors to apply the 1960 edition of the CSA Elevator Code, instead of the earlier edition, when inspecting new installations. The 1960 edition covers automatic elevators, which constitute 95 per cent of new installations.

Another amendment increased the maximum fine for an offence under the Act from $500 to $1,000.

An amendment made to both the Elevators and Lifts Act and the Construction Hoists Act, 1960-61 reserved to the Chief Inspector the authority to require the attendance of any person for examination under oath, for the purpose of an inspection or investigation. Previously, any inspector had the right to examine under oath. All these amendments were recommended by the McAndrew Royal Commission.

Mines

Ontario also replaced Part IX of the Mining Act, making extensive revisions to bring its safety provisions into line with current practices in the industry.

Among the important new provisions are those which regulate the use of blasting agents, permit the use of raise climbers, set new standards for friction hoists, electric hoists and other electrical equipment, and adopt the Canadian Electrical Code. The safety rules for gravel pits and quarries and for crushing plants and metallurgical works were also revised.

The provisions relating to blasting agents set out requirements concerning the use of this new, less sensitive type of explosive that is being used in the industry and had

not previously been covered by the Act. A "blasting agent" is a type of explosive in which no single ingredient is an explosive and which cannot be detonated by a No. 8 detonator.

The rules for blasting agents are mainly an extension of requirements already applicable to explosives. They deal with handling, storage, transportation, drilling; use, disposal of defective blasting agents, and removal of blasting agents from a mine, and other matters. A blasting agent may not be prepared on a mining property, except by an authorized manufacturer, unless the written permission of the Chief Engineer of the Department of Mines has been obtained. This will enable the Department to have a record of mining operations where the blasting agent is being prepared.

Raise climbers are recognized under the amended Act as acceptable mining equipment. The Act sets out requirements with respect to their brakes and maintenance, provides that the rated load capacity certified by the manufacturer must not be exceeded, and specifies that an approved log book to record inspections, maintenance and repairs must be kept and always be readily available to a departmental engineer.

A new requirement covering the use of friction hoists stipulates that a certificate stating the maximum allowable suspended load and the maximum allowable unbalanced load must be obtained from the hoist manufacturer, and these ratings must not be exceeded. A Friction Hoist Machinery Record Book in which specified information must be recorded must now be maintained.

Among the new provisions respecting electric hoists are several designed to ensure safety in connection with the functioning and use of electrical devices for manual or automatic control of the conveyance.

Changes dealing with other electrical equipment cover such matters as grounding, wiring methods, protection and control devices, and underground electrical installations.

The Act now states that the current edition of the Canadian Electrical Code, Part I, is accepted as good practice in the installation of electrical equipment, except where the Code may conflict with the provisions of the Act. Previously, adherence to "recognized electrical codes" was accepted as good practice. Recognizing the Canadian Electrical Code as the only standard will facilitate the standardization of design and interpretation where fundamental rules applying to all electrical installations are concerned.

The use of an approved water blast is now required in development headings, such as a drift, crosscut, raise or sub-drift, to wet the area thoroughly after blasting. Also, an auxiliary air supply must be provided in a multiple compartment raise, or sub-drift from it if its length exceeds 25 feet from through-ventilation, and in stopes with one entry.

The Act provides that if a hoist operated by automatic control is the only means of hoisting men, there must be a qualified man to operate it manually when men are underground.

A new provision designed to improve intercommunication has been introduced. It requires that a voice communication system must be installed in all active shafts between the collar and regular landing places, except during shaft-sinking operations.

Provisions concerning protection from machinery hazards include a requirement that all inclined conveyorways must be equipped with a suitable walkway or travelway to allow access for maintenance purposes.

Among changes in safety requirements governing clay, sand and gravel pits and quarries is one concerning the use of mechanical equipment in loading loose material. Another new provision specifies that when a vehicle is dumping material on a stockpile, proper precautions must be taken to keep it a safe distance from the edge.

Important changes also have been made in provisions relating to operations at crushing plants, mills and metallurgical works. One of these, extending existing provisions, requires that suitable precautions be exercised at all plants where acids or poisonous compounds are produced, transferred, used or stored, to reduce the hazards to a minimum. Previously this requirement did not specifically cover the manufacture of these materials.

A new provision states that no person may enter or be permitted to enter a tank until measures have been taken to ensure that the atmosphere is safe.

Detection equipment must now be maintained in readily accessible places at all metallurgical plants where dangerous concentrations of poisonous gases or vapours may be present in the atmosphere.

MANITOBA

Construction

Manitoba also adopted amendments designed to give greater protection to construction workmen.

The Building Trades Protection Act was renamed the Construction Safety Act and its application was extended to include the

construction of roads, bridges, pipelines and tunnels as well as buildings. In line with these changes, the Building Trades Protection Board was renamed the Construction Safety Board and its membership expanded.

The Board's duties were also enlarged. It may now make inquiry as to measures to protect workmen in all sectors of the construction industry from injury, and may prepare regulations for this purpose.

Also, matters into which the Board is to inquire are set out in greater detail than formerly. These now include the measures that should be enforced to prevent injury to persons and damage to property resulting from (a) failure of employers or employees to take adequate precautions; (b) improperly designed or defective equipment; (c) improper or unskilled use of equipment; or (d) employment of inexperienced or unskilled persons. Precautionary measures recommended by the Board may be adopted by regulation.

For the first time the Act lays down certain obligations that an employer engaged in a work of construction must perform to ensure the safety of his employees. These are: (a) to take all reasonable and necessary precautions; (b) to place adequate guards in danger areas and maintain them in good condition; (c) to practise procedures to prevent or reduce risk of injury or damage to persons or property; (d) to post and maintain legible signs and notices warning of existing dangers.

As before, an inspector is authorized to issue an order requiring corrective action to be taken to remove or control a danger or to secure compliance with the law. The Act now stipulates that such an order may be made to a subcontractor as well as to a person having a contract for the whole of the work or the owner of the building or land. Where an order so provides, work must be suspended until the order has been rescinded.

A new provision authorizes the making of regulations providing for the examination and licensing of employees who use certain types of heavy equipment, powder-actuated equipment or dangerous equipment.

Factories and Other Workplaces

Part IV of the Manitoba Employment Standards Act, which formerly dealt with the safety of employees in factories, was widened to cover safety of employees in any place of employment. As a result, Part II of the Shops Regulation Act, which dealt with working conditions in shops and offices, was repealed.

A number of provisions, including those dealing with birth certificates of adolescents, and the power of inspectors to issue orders to eliminate hazardous health conditions, which formerly applied only to factories, were made applicable to any place of employment.

The provisions regarding the eating of meals in a work area in a factory and regarding employees' dining rooms were made more stringent.

A new provision prohibits an employer from allowing employees to enter an area that is in danger of collapse as a result of overloading, except to remove a load or to strengthen the bearing surface. The amended Act also prohibits the installation of machinery in any workplace if its operation might endanger the stability of the building. All dangerous openings in floors and walls must be properly guarded.

As with other safety provisions, those dealing with fire protection now apply to any place of employment, rather than to factories only, and the Fire Commissioner for Manitoba, instead of the Chief Factory Inspector, is now responsible for seeing that requirements regarding fire exits and fire-fighting equipment are met.

Licensing of Electricians

Amendments to the Manitoba Electricians' Licence Act, to be proclaimed in force, provided for further types of licences in view of the increased specialization in the electrical trade.

Early in 1960 a special committee consisting of representatives of electrical energy suppliers and distributors, firms employing electricians, and electrical unions was established by the Deputy Minister of Labour to study the necessity of expanding the number of types of electricians' licences in view of the increasing technical and specialized fields of the trade. The committee's recommendations resulted in amendments providing for eight types of licences, rather than the three provided for previously.

The following licences are now provided for: (1) master electrician's; (2) journeyman electrician's; (3) limited construction electrician's; (4) limited maintenance electrician's; (5) limited appliance repair electrician's; (6) limited specialized trade electrician's; (7) electronic equipment serviceman's; and (8) journeyman electrician's temporary licence.

A master electrician's licence authorizing the holder to do any kind of electrical work may be issued to a person who has held a journeyman electrician's licence for at least two years and has passed the prescribed examinations in electrical design and layout.

The holder of a journeyman electrician's licence is permitted to do electrical work in connection with any buildings and electrical installations. A temporary journeyman's licence may be issued to a person with a licence from a recognized licensing authority outside the province.

A person holding one of the limited licences is restricted to the type of work specified on the licence. An electrician who holds a limited construction electrician's licence may do electrical work only on farm buildings, one and two-family residences and small commercial premises.

The holder of a limited maintenance electrician's licence is allowed to do electrical maintenance or repair work in his regular place of employment.

A limited specialized trade licence permits the holder to do electrical work in connection with a particular trade (gas and oil burner installation, elevator and hoist repair, etc.).

The holder of an electronic equipment serviceman's licence is authorized to do electrical work in connection with radio or television equipment. A person repairing other electrical appliances must have a limited appliance repair electrician's licence.

The licences required for repair and servicing of radio and TV equipment and electrical appliances apply only in Greater Winnipeg, in the cities and in any municipality that has passed a licensing by-law.

As before, all electrical equipment offered for sale or installed in the province must have CSA approval or be approved by the Minister of Labour. All equipment is now required to bear a stamp or seal indicating such approval.

New Brunswick

Factories and Construction

In New Brunswick, amendments to the Factory Act, arising out of the studies of a committee set up by the Minister of Labour to study industrial safety services, extended the application of the Act to the construction industry. They also made provision for a more effective safety program, with greater co-ordination among the administrative agencies involved, the details of which are to be set out in regulations.

Because of its wider application, the name of the Act was changed to the Industrial Safety Act.

Regulations may now provide for a continuing study of safety codes, accident statistics, industrial hygiene, safety standards, inspection and enforcement, and the adoption of appropriate safety codes. As regards administration, the regulations may set out the functions of any agency concerned with industrial safety, including the Workmen's Compensation Board, the New Brunswick Accident Prevention Association and the Department of Labour.

Logging Camps

The New Brunswick Logging Camps Act, which provides for the enforcement of minimum health and sanitation standards in logging camps, resulted from a survey of woods camps conducted during the past year by officials of the Department of Labour. According to press reports, the Minister of Labour said that the investigators found conditions ranging from excellent to deplorable.

Camps operated directly by the pulp and paper companies were found to be generally of a high quality; those operated by jobbers of the companies were of good quality except in a few cases where sanitary facilities were poor. "In most other cases," the Minister said, "the camp conditions were generally poor and in many cases were described by the investigators as absolutely disgraceful.

"Poor or non-existent sanitary facilities were the worst features but there was also poor construction and there were also fire hazards and overcrowding," the Minister stated.

The Act, which went into force on October 1, laid down no minimum requirements for camps but authorized regulations dealing with such matters as the classification of camps, notices of proposed operations, building specifications, sanitation and maintenance standards, medical examinations for food handlers, sleeping accommodation and first aid. The Act is administered by the Department of Labour.

A person who contravenes a regulation is liable to a maximum fine of $50 or to imprisonment for up to six months. If a subcontractor fails to comply with a regulation, the principal contractor will be held to be guilty of the same offence.

Mines

Unlike the former Act, the revised New Brunswick Mining Act does not contain safety rules for mines and quarries. It does, however, authorize the Minister of Mines to make regulations governing the operation of any mine or metallurgical works, pit or quarry, subject to the approval of the Lieutenant Governor in Council.

Under this authority an order was issued in September (O.C. 62-658) adopting as regulations under the new Act regulations

governing the operation of coal mines (O.C. 57-711) and regulations governing the operation of mines and quarries (O.C. 55-829), issued under the previous legislation. As well as establishing safety rules, these regulations fix a minimum age for employment and limit the hours of work.

NOVA SCOTIA

Radiation

The new Nova Scotia Public Health Act provides for provincial regulation of radiation hazards. The Minister of Public Health is empowered to appoint radiation hazard inspectors and the Governor in Council is authorized to make regulations requiring the registration of all ionizing devices (except those utilizing radioisotopes, which come under federal control), and of all persons operating or responsible for such devices.

In addition, the Act prohibits the operation of any shoe-fitting device that uses fluoroscopic, X-ray or radiation principles.

Any person who contravenes the legislation is liable to a fine of up to $50 or up to 25 days imprisonment.

Mines

An amendment to the Nova Scotia Metalliferous Mines and Quarries Act gives an inspector authority to order the use of safety hats, safety boots, goggles, respirators or other protective clothing or devices if he thinks they are necessary for the safety of workmen. If such an order is issued, the owner or manager is responsible for seeing that the prescribed clothing or devices are worn or used.

An amendment to the Coal Mines Regulation Act permits mine officials to carry a permissible electric lamp and an approved gas tester instead of the locked flame safety lamp, previously the only type of lamp permitted underground.

Another new provision provides that the latest edition of the CSA Electrical Code relating to the use of electricity in mines, rather than the 1947 edition previously used, is the standard to apply to electrical equipment.

A further amendment permits wages to be paid either by cheque or by currency. In past years payment by cheque was opposed by the miners on the ground that facilities for cashing cheques were not sufficient in some areas.

These last three amendments will be brought into force by proclamation.

ALBERTA

Transfer of Inspection Services

In Alberta, the Factories Act was repealed and factory inspection services were assigned to the Workmen's Compensation Board. This was done to eliminate duplication of inspection services and to co-ordinate inspection and safety education.

As in British Columbia and Saskatchewan, the Alberta Workmen's Compensation Board has wide powers in the field of accident prevention. It may determine the safety measures to be adopted in any industry subject to the Act, and may lay down enforceable safety standards in regulations.

Elevators

The sections of the Alberta Factories Act regulating the construction and use of elevators and hoists in all factories in the province and in shops, bake shops and office buildings in centres with a population over 5,000 were replaced by a new Elevator and Fixed Conveyances Act applicable to all parts of the province.

The new Act uses the term "fixed conveyance" to cover any fixed system or device for conveyance, including escalators, ski tows and inclined passenger lifts. It applies to the fixed conveyor systems previously covered, adding to the list mechanized parking garages, speedwalks and speedramps. The Act may be extended by Order in Council.

As before, specifications of any proposed construction or alteration of an elevator or other fixed conveyance must be submitted to the Chief Inspector, and no work may begin until the specifications have been certified as approved. Subject to the regulations, the Chief Inspector has authority to approve or reject different types of conveyances and their component parts, and the installation of any type or part that the Chief Inspector has refused to approve is prohibited.

As previously, the inspector may direct the owner to remedy an unsafe condition and when, in his opinion, the operation of a fixed conveyance presents an immediate hazard to persons using it, may have it taken out of service. An appeal to the Minister from an inspector's decision is now provided for.

A fine of up to $500 may be imposed for an offence under the Act.

NEWFOUNDLAND

In Newfoundland, an amendment to the Health and Public Welfare Act extended the power of the Minister of Health to

(*Continued on page 1371*)

Six Provincial Labour Federations Held Annual Conventions This Fall

Medical care programs and unemployment were subjects given most attention. As way of increasing number of jobs, four federations plan campaigns for shorter work week. Three will campaign for provincial medical care insurance plans

Unemployment and provincial government medical care programs were the two subjects that occupied the largest share of the attention of delegates at the six annual conventions of provincial federations of labour that have been held so far this fall. In four cases, concern about unemployment was coupled with plans for carrying on campaigns for a shorter work week, proposed as a means of increasing the number of jobs.

Three of the labour bodies decided to carry out a vigorous campaign for establishment of a government-operated medical care plan. Two wanted extensive amendments to workmen's compensation laws.

The federations whose conventions are reported here are those of Ontario, Alberta, New Brunswick, British Columbia, Manitoba, and Saskatchewan. The convention of the Nova Scotia Federation of Labour was reported in October (p. 1119) and of the Newfoundland Federation of Labour in August (p. 910). The Quebec Federation of Labour meet at the end of November and its convention will be reported in the January 1963 issue.

Ontario Federation of Labour

The Ontario Federation of Labour, at its annual convention in Niagara Falls on November 4-7, decided to direct all its energies toward gaining a 30-hour work week and a public medical care plan for the province.

With fewer than a dozen of the 900 delegates dissenting, the convention approved the seeking of a short week as a means of reducing unemployment. It also urged the Government to establish and enforce a maximum work week of 40 hours.

The policy approved by the delegates incorporated the views set forth in three resolutions which proposed that the Federation should take the lead in a campaign for a shorter work week. The composite resolution adopted, however, put upon the labour body's affiliates the task of winning the 30-hour week through collective bargaining; since the member unions are autonomous, no attempt was made to bind them to such a policy.

The resolution also opposed overtime and "moonlighting." One of the delegates had opposed the 30-hour week on the ground that it would cause more unemployment by increasing the opportunities for moonlighting.

Medical Care Plan

The convention decided, as part of a campaign for a medical care plan, to seek to:

—Stimulate action within the trade union movement in support of a provincial health care program.

—Enlist the support of other organizations representing important sections of the community.

—Meet leaders and members of the medical profession to discuss with them all aspects of the question, and to invite their support.

—Press members of the Legislature to support the program.

The federation emphasized its view that only a comprehensive government-sponsored scheme would satisfy the labour movement. No combination or extension of privately controlled or commercial plans would satisfy the people's needs, the Federation's report on the subject said.

The OFL also proposed to encourage group practice under a publicly organized plan.

Hopes for a medical care plan must rest with the provincial Government, because it was highly unlikely that the federal Government would take any action within the foreseeable future, the convention was told.

Transfer of Plants

The delegates passed a resolution calling upon the provincial Government to establish an agency within the Department of Labour to investigate the transfer of plants from one community to another. The resolution was a substitute for one proposed by Windsor Local 200, United Auto Workers, that wanted the provincial Government to pass

a law to "prevent corporations from leaving an area and its workers in a state of destitution."

The resolution asked also that employers who move their plants should be required to offer their employees the option of moving to the new plant, with their moving expenses paid by the employer, or alternately to pay the employees a year's wages on termination of employment.

An amendment by the resolutions committee charged the Ford Motor Company of Canada with disregarding moral and humanitarian obligations to its Windsor employees in moving its plant to Oakville.

Labour Relations Act

The Federation attacked the Ontario Labour Relations Act on 12 counts, and prescribed a complete overhaul. The attack centred on such issues as administration, certification procedures, and conciliation and arbitration.

A special report on the Act, prepared by a committee of the Federation, suggested an immediate move to bring about a number of changes in it.

The administration of the Ontario Labour Relations Board was criticized by the report, which said that the Federation should set to work to obtain the removal of many of the administrative obstacles and delays in the Board's operations.

Three changes in regard to conciliation procedures were proposed: The request for conciliation services should go direct to the Minister of Labour instead of to the Labour Relations Board; the Government should pay for, and encourage the use of mediation services now provided for by the Act; and all stages of conciliation should be hastened.

Turning to arbitration, the committee said the Government should be responsible for supplying a sufficient number of trained arbitrators, and should see that arbitration awards were enforced. All stages of arbitration, too, should be accelerated.

The committee disagreed with the special provisions of the Act regarding the organization of municipal employees. "We can see no reason why municipal employees should be denied the rights and privileges that are taken for granted by every other section of the working community," it said. It urged deletion of that Section of the Act.

The report proposed that no exemptions be allowed from the operation of the Act; that if a plant changes owners, the new owner should take over the obligations of any collective agreement entered into by the previous owner; that legislation should be enacted to allow for a check-off of union dues if the majority of employees in a bargaining unit agrees to it.

Constitutional Amendments

A motion proposing a constitutional amendment to provide for the holding of conventions every two years instead of annually was defeated. In a standing vote, 297 were in favour of the resolution and 290 against; but a two-thirds majority would have been required to pass the amendment. A similar proposal was defeated at each of the two previous conventions.

If the resolution had been approved, conventions would have been held in the alternate years between those in which the Canadian Labour Congress holds its convention, and conventions would have lasted for five days instead of three.

Constitutional changes approved by the delegates included an increase in the salary of the president from $8,000 to $9,500, and in that of the full-time secretary-treasurer from $8,000 to $9,000; an increase in the number of vice-presidents from 10 to 12; and the addition of the special committee on Workmen's Compensation formed in 1962 to the list of standing committees in the constitution.

Other Resolutions

The convention authorized the Federation to seek legislation to outlaw the use of strikebreakers, and to require collective bargaining to be carried on only between the certified bargaining agents and their employers.

Another resolution called on both the provincial and federal Governments to pass amending legislation that would prevent the use of *ex parte* injunctions in labour disputes. It also wanted the use of other injunctions to be restricted.

Two resolutions dealing with organization policy were referred back to the executive committee. One dealt with the organization of non-union workers; the other with the organization of white-collar workers. In the first it was suggested that the OFL should set up an organizing committee to work with the CLC and local labour councils in launching organizing campaigns. The other resolution asked the Federation to give top priority to the organization of white-collar workers.

Russell Harvey, Office Employees' International Union, told the convention that the union would soon start an organizing campaign among employees of chartered banks in Ontario.

The resolutions committee submitted and the convention adopted a resolution that described as incorrect and unfair a definition of "featherbedding" given in the Winston Dictionary, recommended for use in the public schools of Ontario. The definition was the "forcing of an employer by a union to pay unnecessary employees (as firemen on diesel locomotives)." The resolution asked for the text to be changed.

In other resolutions, the convention asked for:

—A minimum wage of $1.25 an hour for both men and women.

—Licensing of labour contractors, especially in the tobacco industry; permanent dwellings for workers in the industry; and establishment of their right to belong to a union.

—The setting by the federal Government of "fair and reasonable maximum prices" for all prescriptions and pharmaceutical products.

—Raising of the wages paid to student nurses to $50 a month for the first year, and to $70 a month for each successive year of training.

—Setting by boards of education of a prevailing wage rate for school bus drivers, based on union rates for the same work in the nearest centre.

Presidential Address

David Archer, President of the OFL, in his opening address to the convention criticized the Ontario Labour Relations Act and other legislation regarding apprenticeship, workmen's compensation, and minimum wages.

"Restrictive legislation that was placed on the statute books during a period of labour scarcity has been left there as though nothing had happened in the meantime," he said.

On apprenticeship, he said: "Rather than fiddling about with age limits in traditional trades that are already over-crowded, we should be turning our attention to the new skills needed in our automated industrial society, and the training of people to use those new skills."

Ontario workmen's compensation laws, with wage ceilings that were reminiscent of the depression years, should be amended to give wider coverage. Minimum wage legislation cried out for attention.

Mr. Archer referred to the use of injunctions, *ex parte* or otherwise, in labour disputes as a ghost that had continually plagued the labour movement, and had once again raised its ugly head.

The OFL President accused management in the province of paying only lip service to the principle of labour-management-government co-operation in the fight for economic survival. Labour was ready to co-operate with government and industry, but was determined to be a partner, not a victim. The only kind of co-operation that was workable was co-operation between equals, he said.

Labour needed a political voice of its own, he said, and appealed to the rank and file to support the political party with "a program of long-range ideological content."

Claude Jodoin

"We need to devote more attention, as does management, to investigating the means by which labour-management relations in Canada can be improved. In this respect we are a backward country," Claude Jodoin, President of the Canadian Labour Congress, said in an address to the convention.

Referring to strikes, he said, "There seems to have been a lot of misinterpretation of remarks and a lot of confused thinking about strikes. Editorial writers have found a popular line in suggesting that strikes are out of date and should be eliminated."

Strikes were not out of date, he said, and the right to strike was "an essential part of our democratic system." The effects of strikes were greatly exaggerated. The time lost through strikes was small compared with that lost through illness, and almost insignificant compared with that lost through unemployment. But he hoped that the time was coming when even less time would be lost through strikes.

"That time will only come when we improve our labour-management relations and our methods of bargaining," Mr. Jodoin said.

Other Speakers

Hon. Leslie Rowntree, recently-appointed Ontario Minister of Labour, said, referring to the Labour Relations Act, the Workmen's Compensation Act, and a medical care program: "I got the message . . ."

Reginald Gisborn, NDP member of the Ontario Legislature and former President of Local 1005 of the United Steelworkers, said the trade unions had failed to get their members to do a real job politically.

Election of Officers

For the second consecutive year, the whole executive of the Federation was returned to office.

David Archer, Textile Workers Union of America, was re-elected unanimously for a fifth term as President. Douglas Hamilton was returned as Secretary-Treasurer. He defeated Stanley K. Thornley, United Rubber Workers, Toronto, by a vote of 616 to 83.

This year, for the first time, the delegates elected 12 vice-presidents instead of 10. With 18 candidates nominated, all of last year's vice-presidents were re-elected. They were: William Boothroyd, Purdy Churchill, George Watson, Richard Courtney, George Barlow, Hugh Doherty, Michael Fenwick, Samuel Hughes, Edward "Scotty" Liness, and William Punnett.

The two new vice-presidents elected were: James Dowell, National Union of Public Employees; and Jack G. Pesheau, Lumber and Sawmill Workers Union.

Alberta Federation of Labour

A 35-hour work week, a lengthening of paid vacations from two weeks to three, and an increase in the minimum wage from 85 cents to $1.25 an hour were demanded in resolutions passed unanimously by the Alberta Federation of Labour at its three-day convention in Calgary, October 31 to November 2.

A resolution demanding a 30-hour week was defeated, and one that asked for a minimum wage of $1.50 an hour was not voted on.

The main idea behind the demands for the shorter work week and longer vacations was that they would reduce unemployment.

The convention, at which 268 delegates were registered, also voted in favour of legislation to exclude children under 16 years of age from gainful employment, and to bring an end to exemptions from minimum wage regulations.

The convention unanimously passed a resolution urging the Government to clarify the status of trade unions and to outlaw company employee associations.

The convention also urged extensive changes in the Workmen's Compensation Act. These included provision for:

—Payment of compensation equal to the wage of the injured workman.

—Payment of full compensation until return to work, with no deduction for earnings in light work.

—Raising of the compensation allowance for dependent widows or widowers from $75 to $110 a month.

—A larger number of inspectors to allow for more prompt investigation of complaints of violations of the Act.

—Raising of compensation for disabled apprentices in the same way as their wages would have been raised had they not been injured.

—Basing of compensation on employee's earnings at the time of the accident, instead of on total earnings for the year, which may be reduced by unemployment.

—Payment for clothing cut off an injured person by a doctor in a compensable accident.

Other resolutions passed by the delegates requested that:

—All employed persons be required to contribute to the Unemployment Insurance Fund.

—Portable pensions plans be initiated.

—Old age pensions start at age 65, and cost of drugs for old age pensioners be paid.

—The province enact fair employment legislation.

—Employees, including semi-industrial ones, should not work for less than the minimum wage.

—All union locals consider joining the New Democratic Party.

—The federal Government pay family allowance until a child is 18 years old so that his parents could allow him to continue his education.

A motion that originally condemned managements and governments for removing from the scope of collective bargaining those in a managerial or confidential capacity was passed after it had been widened to cover the right of all civil servants to belong to unions. Under the Alberta Labour Act, workers such as foremen or private secretaries can be withdrawn from the bargaining unit that would ordinarily act for them.

President's Address

Management is still in many cases trying to destroy unions, Jack Hampson, President of the Federation, told the convention in his address; this was often because of management's failure to understand labour's aims.

Schools are set up by management to teach them how to fight unions, but management should rather be establishing schools such as the labour college that unions were establishing in Montreal. Such schools would help to remove the employers' distrust of unions, he thought.

Even discussions between union men and some of the anti-union employers would bring about a better understanding.

As a result of the lack of understanding between labour and management, Canadians and Americans are still fighting for things, such as pension schemes, that are already well established in Europe, Mr. Hampson said.

William Dodge

To raise the rate of economic growth enough to provide full employment there must be a planned and orderly expansion of the public sector, said William Dodge, Executive Vice-President of the Canadian Labour Congress. He advocated spending by federal, provincial, and municipal governments on schools, universities, roads, urban re-development, conservation, welfare, and research.

Mr. Dodge said the attainment of a satisfactory rate of economic growth in Canada was dependent upon the following steps:

—The acceptance by labour of a responsible role as an economic partner, with a high proportion of the labour force belonging to unions.

—Consultative groups must be directly representative of the recognized central labour and management bodies in Canada.

—Explicit recognition by government of such bodies when deciding general economic policies, and not simply technical problems such as productivity.

Labour was prepared to experiment with labour-management-government projects of an advisory nature to help to improve the Canadian economy.

Strikes are not obsolete and the Canadian labour movement will continue to use them to obtain better conditions for workers, he said. "The vicious aspect to the discussion on obsolescence of the strike weapon is that it tends to arouse speculation about legislation which would prohibit the use of the strike weapon."

The strike weapon was a basic right recognized in all democratic countries, he said.

Max Swerdlow

Western Canada might get a branch of the Labour College of Canada being established in Montreal if the West gave enough support, Max Swerdlow, Director of Education of the Canadian Labour Congress, told the convention. He said the branch could be set up in about 1965; by present indications the college in Montreal could be opened in 1963.

About $500,000 would be needed for the first three years of the Montreal college, he said.

Other Speakers

Other speakers at the convention included Rev. D. F. Summers, Executive Secretary, Religion-Labour Council of Canada, and Henry Young, Vice-President of the Farmers' Union of Alberta.

New Brunswick Federation of Labour

"Unemployment and underemployment are still our No. 1 concern," President James A. Whitebone told the delegates to the annual convention of the New Brunswick Federation of Labour, in Fredericton on September 24-26. About 150 delegates attended.

"Indications are that the provincial Government is alive to the seriousness of the unemployment problem and that a continuing program for its alleviation is contemplated," he said. But "some New Brunswick municipal or local governments have done little or nothing to promote and carry through unemployment relief measures."

Continuing his presidential address, Mr. Whitebone said that the Government's Basic Education for Higher Skills program was moderately successful but that "the significance and value of this type of basic training does not seem to have been fully absorbed."

In spite of all that has been done to relieve it, the "housing shortage is still a major issue in New Brunswick," Mr. Whitebone said. He urged that special attention be given to: "easing restrictions on building loans and mortgages, exorbitant rentals for leased living quarters, refusal of landlords to rent premises to families with children, and participation of governments at all levels in a wide, general program of subsidizing housing."

Mr. Whitebone asked for support for a measure establishing a central safety authority under the jurisdiction of the Minister of Labour, which would be charged with the co-ordination and supervision of all accident prevention and industrial safety measures in the province. This had been recommended by Prof. G. G. Duclos of the University of New Brunswick, who was commissioned by the provincial Government to inquire into industrial safety and other matters connected with it.

The President urged that "a renewed and vigorous campaign" be carried on for an early start on the construction of the Chignecto Canal.

Mr. Whitebone commended the educational program of the new New Brunswick Technical Institute in Moncton, and urged that high school students should be encouraged to remain in school to obtain as much education as possible.

Minister of Education

"The need for trade training is essential to the economic structure of our province, and will provide an incentive for new industries," said Hon. Henry G. Irwin, Minister of Education, another of the speakers at the convention.

The Minister described the program of training for the coming winter that had been designed to improve the general education of unemployed adults. Persons who wanted to take this training would have to apply to their local National Employment Service offices, and classes would be held in places where there were enough applications to make training feasible, Mr. Irwin explained.

The training would be carried on by the Department of Education, with the co-operation of the provincial Departments of Labour, and Youth and Welfare, and the National Employment Service.

Owing to the need for more advanced training, the "basic education" program of 1961-62 would be revised, and in the new program, three levels of training would be given. Level 1 would be for those who wanted additional teaching to enable them to reach Grade 6 standard, Level 2 would be for those who wanted to reach Grade 8 standard, and Level 3 for those who wanted to reach Grade 10.

"Closely associated with basic education are temporary classes in trade areas. These classes are planned to operate for a period of from three to twenty-five weeks, depending on the trade and the type of training required."

Two provincial trade schools under construction in Bathurst and St. Andrews would specialize in trade and occupational training, as well as providing a program of upgrading of educational standards to enable individuals with insufficient standing to qualify for entry into trade and vocational training.

Construction of the Saint John Technical Institute, which was planned to serve the technical and trade training needs of the Saint John district, was to begin the following week, Mr. Irwin said.

"When all of these schools are complete and in operation, there will be available in New Brunswick from 2,000 to 2,400 new training stations for adults in full-time day classes each year," the Minister pointed out. The New Brunswick Technical Institute in Moncton, which moved into its new building last spring, would have in these enlarged premises an enrolment of from 600 to 700 full-time day students a year.

Joe Morris

Joe Morris, Executive Vice-President of the CLC, devoted a large part of his speech to describing the CLC's policy of support for the New Democratic Party. He said that 90 per cent of the resolutions presented at the convention had "political connotations."

The CLC official said that Canada was "entering an era of unemployment, automation, and restrictive legislation." In contrast, he said, Sweden and the United Kingdom had achieved what was to all intents and purposes full employment.

After Mr. Morris had finished speaking, Mrs. Dorothy A. Power, Moncton Local 636, International Typographical Union, voiced objections to Mr. Morris's "one-and-a-half hour political speech." We came to the New Brunswick Federation of Labour convention to discuss labour and union problems, not politics, she said.

Mr. Morris replied that "this Federation is actually the legislative lobby of the trade union movement in New Brunswick, and can't be divorced from politics."

Other Speakers

Rev. Dr. David Somers, Field Secretary of the Religion-Labour Council, told the convention that labour and religion had much in common, since they were both interested in social justice and the betterment of mankind.

C. B. Sherwood, Leader of the Opposition in the New Brunswick Legislature, said that these are days of growing competition in international trade, and that labour should be prepared to suggest ways of reducing costs and increasing efficiency and production, instead of leaving the leadership to management.

In a "world of changing trade winds," Canadian industry could no longer depend on "the nice, safe sanctuary of our domestic markets," Mr. Sherwood said.

The success of the development program of the Atlantic Provinces Economic Council will create jobs for labour, Prof. W. Y. Smith, President of the Council, told the

delegates at their annual banquet. Prof. Smith described the three functions of APEC as research, education and the promotion of co-operation.

Resolutions

A resolution that the Federation should endorse the program of the Religion-Labour Council of Canada and apply for membership in the Council was passed, with only about half a dozen delegates opposing.

The delegates passed a number of resolutions, including ones that called for:

—Changes in the New Brunswick Labour Relations Act to require all work on a project or site to be done by the principal contractor or a subcontractor.

—A federal government requirement that Canadian-owned ships be registered in Canada.

—Establishment by the province of processing plants to make use of national resources and provide jobs.

—Appointment by the provincial Government of at least two labour representatives on the new research and productivity council.

—An investigation into a plan for national, comprehensive medical care to provide adequate service for all inhabitants of the province.

—An increase in vacation pay from 2 per cent to 4 per cent, and for extension of the provincial holiday pay plan to all workers not already covered.

—Amendment of the Workmen's Compensation Act to provide that compensation shall be based on current rates of pay.

—Setting up of a board or commission to control rents.

—Extension of the course for all barbers to 1,200 hours, or six months.

—Establishment of a provincial minimum wage of $1.25 an hour for males, with time and a half for overtime.

Election of Officers

In the election of officers, James A. Whitebone was re-elected President, and Yvon Lanctin was re-elected Secretary-Treasurer. Area Vice-Presidents elected included: Eric Blakeley, Donald Valardo, Phil Booker, Aurelle Firlotte, Michael Kenney, and Roland Blanchette.

British Columbia Federation of Labour

A medical plan covering medical, surgical, optical and dental care, to be paid for entirely out of the general revenue of the province, was called for by the British Columbia Federation of Labour at its seventh annual convention, in Victoria on October 22-26. The convention decided to start a campaign to bring the issue before the public.

Arbitration Committee

A report by the committee of arbitration, which recommended that no union should agree in its collective agreements to arbitration under the Arbitration Act, was also passed by the 334 delegates.

The committee's report, which was the subject of vigorous debate, urged affiliates to try whenever possible to seek the appointment of only one arbitrator, instead of the customary three-man arbitration board.

"We believe that the present arbitration procedure lends itself to incompetent and inexperienced chairmen," the committee said in its report, which was based on a study of 122 cases. The study showed that arbitration proceedings were extremely costly, averaging $650 a case, without counting legal expenses when court proceedings followed. Fee for arbitration board chairmen averaged $152 a day, the cost being shared by the company and the union.

The report suggested that the whole cost of mandatory arbitration be assumed by the provincial Government. It further recommended the establishment by the Federation of a committee to help and advise affiliates proceeding to arbitration, and to collect data on all proceedings. It also advised that courses should be set up to train unionists in preparing and presenting arbitration cases.

It advised unions, in collective bargaining, to insist on the provision of a mutually acceptable arbitrator, preferably mentioned by name in the agreement, with an alternate also mentioned.

Another complaint made in the report was that there were delays of from three months to two years in getting a decision. Much of the time lost was due to the wrangling of lawyers, and most cases are conducted "under the extremely legal and highly technical procedures required by the Arbitration Act, which has nothing to do with labour relations," the committee said.

Legislative Committee

A report by the legislative committee approved by the delegates recommended:

1. A minimum wage of $1.25 an hour.

2. Compensation for jury duty fixed at a juror's current wage rate, or $8 a day, whichever is greater, to a maximum of $25 a day.

3. Amendments to laws to protect workers against default on wage payments due them, including holiday pay.

4. Continued efforts to reduce hours of work and indiscriminate granting of overtime permits.

5. Repeal of Bills 42, 43 and 123, dealing with trade union rights.

6. Legislation to prevent dismissal of striking employees.

7. Immediate discontinuation of a Labour Relations Board practice of granting a certification to company unions.

8. Mobilization of labour forces to get the recommendations of the Royal Commission on workmen's compensation adopted by the Government as soon as possible after they are ready.

European Common Market

The resolutions committee recommended rejection of a resolution that would have asked the convention to voice opposition to the European Common Market, because it was "certain to infringe on Canada's traditional markets."

The committee chairman, M. J. Alton, said that the ECM was a complex issue, but that the committee believed it would accomplish good by breaking down nationalistic barriers that have traditionally led to war.

The delegates voted to refer the resolution back to the committee.

Resolutions

A resolution adopted by the convention called for the launching of a campaign for a shorter day or shorter work year as a means of combatting unemployment.

Another voiced a protest against the export of the Columbia River's hydro electric power.

Another resolution asked the Federation to support and encourage any union in the fight against the province's labour legislation.

In other resolutions passed by the convention, the Federation decided to:

—Ask the CLC to expand its program of workers' colleges, and to establish another such college in Western Canada.

—Adopt a policy favouring a compulsory automobile insurance scheme similar to Saskatchewan's.

—Ask the Government to support a custodial nursing care program.

—Investigate the matter of dentists' fees.

—Appoint a committee on municipal affairs to draft a labour platform on municipal subjects, help candidates and keep the executive informed.

—Recommend that all affiliates try to negotiate a union label clause in their agreements, and direct the Federation to ask the CLC to devote to union label promotion a larger proportion of the per capita tax received from affiliated unions.

Emergency Resolution

In an emergency resolution passed unanimously, the Federation vowed to fight to the end the prosecution being launched by MacMillan, Bloedel and Powell River Company against Local 1-85 of the International Woodworkers, Port Alberni. The Company has been given permission by the Labour Relations Board to prosecute the Local, its president, and 48 boom men for an alleged illegal walkout. Later the union was given permission by the Board to prosecute the company for an alleged lockout of employees. A work stoppage occurred at the Somass mill from August 27 to September 4 in a dispute over seniority rights in a promotion.

President's Address

Labour must insist on a much broader approach to the question of productivity before it will pledge its support, Robert Smeal, President of the Federation, said in his opening address to the convention.

"Why should organized labour co-operate to increase productivity if the success of such effort simply means the loss of jobs and a further disproportionate distribution of income?"

Growth of employment in Canada in recent years has fallen far behind the growth of the labour force, the speaker said, and production has continued to grow disproportionately to the growth of employment. "This to labour is what productivity means."

There was ground for co-operation if labour could be assured of a methodical and orderly means of protecting its force, Mr. Smeal told the delegates. He again called for national and provincial economic advisory councils consisting of representatives of management, labour and government.

A start should be made at the plant level by keeping labour informed about proposed technological changes and their expected effects on the labour force.

Ted Goldberg

Prepaid medical plans should be supplemented by well organized preventive community health centres to make health insurance programs effective, Ted Goldberg,

Assistant Research Director for the United Steelworkers, told the convention. He spoke on "A National Health Plan for Canada."

"If we are to make the most effective use of medical knowledge and medical personnel, we must somehow bring together the diverse elements of medical practice into well organized co-operative groups which . . . assure ready use of the skills of specialists. This is the basis for the modern concept of group practice through organized health centres," Mr. Goldberg said, adding that the method had proved itself as a means of providing high quality care in the United States.

Election of Officers

J. R. "Russ" St. Eloi, business agent for Local 170 of the Plumbers Union, Vancouver, and President of the Vancouver and New Westminster Building Trades Council, was elected President of the Federation in succession to Robert Smeal, who retired.

E. P. "Paddy" O'Neal was elected without opposition for a fifth term as Secretary-Treasurer.

Other officers elected were: Jack Moore, IWA, First Vice-President; Raye Haynes, Retail Clerks, Second Vice-President; L. J. Wisheart, New Westminster Fire Fighters, Third Vice-President; and R. T. Staley, Carpenters, Fourth Vice-President.

Manitoba Federation of Labour

Establishment of a medical care plan for Manitoba similar to that in force in Saskatchewan was urged by the Manitoba Federation of Labour at its eighth convention, held in Winnipeg on October 12-14. The 250 delegates present passed a resolution instructing the Federation to work for such a scheme through pro-labour MLAs.

They also unanimously passed a resolution condemning recent labour legislation of the province that requires strike votes to be taken under government supervision and makes trade unions legal entities that can sue and be sued in the courts. The resolution complained that the legislation interfered with the constitutional activities of trade unions and with the inherent rights of labourites as citizens of a democratic country.

Joseph James, Secretary-Treasurer of the Federation, told the convention that the legislation should never have been passed, because it was "repressive." Hon. J. B. Carroll, Manitoba Minister of Labour, speaking to the delegation on the first day of the convention, said that the new labour legislation had been the only point of disagreement between the Government and organized labour. In passing it, he said, "the Government did not intend to frustrate or jeopardize the aims of the Federation of Labour or the aims of the labour movement."

Mission to Europe

In his address, the Minister of Labour invited the Federation to appoint representatives to take part in the provincial trade mission to Europe, which was to visit several of the Common Market countries later in the month. The invitation led to a heated controversy.

Vice-President Donovan Swailes told the delegates that the Government had offered to pay $700 of the required $2,100 for each man nominated by the Federation to go with the mission. Mr. Swailes said that it would be difficult for the Federation to raise its share, since there were only 10 days left in which to do it.

Grant McLeod, President of the Winnipeg and District Labour Council, suggested that the whole matter be dropped.

"Why doesn't the Government pay the shot," someone else shouted. At this point a storm broke out. Delegates took the floor to charge that the Federation was lacking in constructiveness and was underestimating the importance of labour on such a mission.

Secretary-Treasurer James said this was one of those cases in which the Government deserved a pat on the shoulder.

The delegates agreed to look for ways and means of sending a delegate to Europe.

Conciliation Board Chairmen

Another matter that led to some debate was the proposal, contained in a resolution from the Winnipeg and District Labour Council, that would have urged abolition of the practice of appointing judges as chairman of conciliation boards.

Several delegates spoke against the motion. They said that although they had sometimes been dissatisfied with the decisions of judges as chairmen of such boards, judges were sometimes good chairmen. There was no reason for barring judges, they said, since there was no bar to the appointment of other people.

A union could reject a judge if it did not want him, it was pointed out.

The resolution was voted down.

Resolutions

The convention passed a resolution urging amendment of the Workmen's Compensation Act to make increases in major disability pensions granted by the Workmen's Compensation Board retroactive to the time the pension was granted.

A number of other resolutions relating to workmen's compensation were passed. One of these directed the Federation to press for the placing of accident prevention and safety supervision under the "sole control and authority of the Workmen's Compensation Board."

One resolution that was defeated called for the establishment of a defence fund to be used in fighting cases rejected by the Workmen's Compensation Board. The Flin Flon Base Metal Workers submitted that money should be provided for taking such cases to court.

Russ Robbins, Carpenters' union delegate, speaking for the resolutions committee, asked what would happen if the employers followed suit, and took a case to court whenever they thought that the Board's decision was not fair.

The convention threw out the resolution.

Another resolution recommended that workers suffering from impairment of hearing on account of exposure to industrial noise should be eligible for compensation.

A resolution in favour of making hospital sweepstakes legal was passed on a first vote call but was later defeated after a number of delegates had spoken against it. In the final vote, called after the executive had moved the resolution, the convention voted overwhelmingly against the use of sweepstakes as a means of augmenting hospital funds.

In other resolutions the convention:

—Demanded that licenses be issued to all natural and propane gas workers and that only licensed men should be allowed to work.

—Condemned the province's present minimum wage of 66 cents an hour, and called for a new rate of $1.25.

—Supported a move by the National Union of Public Employees to get new groups of workers, including many types of public employees, brought under the unemployment insurance scheme.

—Advocated pay for student nurses on a "progressive scale."

—Urged the allowance of income tax deductions for the cost of workers' tools.

—Called for better trades training facilities, with costs shared by industry and business through higher taxes.

—Asked for vacations with pay for transient construction workers, the abolition of the present 11-month waiting period for 4-per-cent vacation pay, and three weeks vacation after five years' service.

—Urged steps to organize white-collar workers.

Election of Officers

In the election of officers, A. A. (Bud) Franklin, Brewery Workers, was returned unopposed as President of the Federation.

Other officers elected were: Donovan Swailes, First Vice-President; Gordon Ritchie, Winnipeg; Henry Schellenberg, Flin Flon; John Perdue, Brandon; A. C. Ross, Pine Falls; and Frank Kuzemski, Selkirk, Regional Vice-Presidents.

Saskatchewan Federation of Labour

Enactment by the provincial Government of a wide-ranging series of measures designed to alleviate unemployment in the province was asked for in a lengthy resolution passed by the 7th annual convention of the Saskatchewan Federation of Labour, held in Regina October 4 to 6. About 150 delegates attended.

The resolution proposed the establishment of a central economic and social planning committee, an increase in the minimum wage and a reduction in hours of work, and expansion of public works programs, with particular emphasis on construction of low-cost, low-rental housing. The amount of the minimum wage sought, however, was not mentioned.

Also called for in the resolution were an extension of labour legislation to corporation farms, a "more aggressive" program for vocational training and retraining of farmers and workers, and the use of deficit financing.

The same resolution suggested establishment of a "full production insurance scheme," to be financed by a special tax on private enterprise for works to be planned by the Government.

(Walter Smishek, Executive Secretary of the Federation, explained later in an interview that the suggested tax would be used to form a fund from which private enterprise would be able to draw for expansion and the establishment of new industry. A similar plan was operating in Sweden, where, he said, private enterprise is taxed quite heavily but is given considerable assistance by the Government.)

Several resolutions were passed recommending amendments to the Trade Union Act that would:

—Make it an unfair labour practice for an employer or his agent to question employees as to their trade union activities.

—Allow only members of the trade union involved to participate in any vote ordered by the Labour Relations Board regarding decertification of a bargaining agent.

—Allow prosecutions for an established violation of the Trade Union Act to be instituted without permission from the Saskatchewan Labour Relations Board.

A resolution on the Hours of Work Act approved the present Federation policy that calls for the provincial Government to establish a 40-hour week, requests compulsory Monday closing in retail stores, and opposes any form of opening at night in such stores.

Other resolutions asked that:

—The provincial Government declare the first Monday in August as a statutory holiday, to be known as Citizen's Day.

—The Government and the Minimum Wage Board provide that every employee get full benefit for all eight public holidays.

—The Workmen's Compensation Act be amended to raise compensation payments from 75 to 100 per cent of regular pay, and to provide for more rigid inspection of first aid equipment and personnel in the woodworking industry, and penalties for employers who neglect to provide proper protection.

In the field of trades and vocational training, resolutions were passed that asked for provision of proper training for cooks and chefs under the Apprenticeship Act to enable them to qualify for certificates, and provision for free use of text-books for all students.

Speakers

F .W. McClelland

A 35-hour work week and higher wages should be sought by labour in order to improve its economic position in the coming year, President F. W. McClelland said in his presidential address. The 35-hour week should be sought to alleviate unemployment, he said.

Unemployment would become worse than ever, he predicted, and he called for more public works programs by federal and provincial Governments.

Mr. McClelland strongly attacked the federal Government's austerity program, asserting that it was imposed by politicians controlled by foreign capital to keep the Canadian working force from obtaining its fair share of the profits of natural resources.

Devaluation of the dollar had only meant higher prices for goods and services, he contended, while creating larger profits for large corporations. "Labour must demand higher wages, and the farmer prices based on parity, in order to maintain the *status quo*," he said.

Mr. McClelland also criticized Canada's heavy expenditure for defence, suggesting a reduction in arms to the point needed for defence of our own borders only.

He demanded reconsideration of Canada's foreign policy, withdrawal from NATO and NORAD, and the eventual establishment of a neutral Canada "offering to trade with all countries, and working toward disarmament through easing of tensions."

He urged the addition of dental and nursing service, and provision of drugs, to the Saskatchewan medical care plan.

Joe Morris

Canada must follow the example of the "planned economies of Europe" in order to achieve economic expansion and full employment, said Joe Morris, Executive Vice-President of the Canadian Labour Congress.

He referred to a slowing down in Canada's rate of economic growth, and said that the rate of unemployment in Canada was the highest in the western world. European nations had largely eliminated unemployment through economic planning, he contended.

"In order to provide a necessary growth rate of at least 3½ to 4 per cent per year, large scale public expenditures in hospitals, schools, welfare services, roads, and technical and research facilities are vital," the CLC officer asserted.

Mr. Morris predicted that as a result of the austerity program, industry would begin to slow down within a few months, as the public's purchasing power declines, and unemployment would rise to 11 per cent of the labour force.

The Government's winter works programs, although they had created a significant number of winter jobs, were at best only a "stopgap," and were not enough to provide full employment, he said.

The recent resignation of Claude Jodoin, President of the CLC, from the National Productivity Council (L.G., Oct., p. 1113) had been prompted by the belief that the federal Government held the view that increased productivity alone would solve Canada's economic problems. "But the problem is not so much increased produc-

tion, as it is people's having sufficient purchasing power to buy the goods they produce," Mr. Morris maintained.

Premier Lloyd

Premier Woodrow Lloyd, addressing the convention, explained the financial and physical benefits that he said would result from the provincial medical care plan. The prime importance of the plan was that it removed for everyone in the province the danger of a "ruinous bill" for medical services, the Premier said.

Initial calculations, moreover, showed that 80 per cent of Saskatchewan families would pay less than the premiums required a year ago under voluntary plans. He contrasted the premiums under the Saskatchewan scheme, $12 for a single person and $24 for a family, with the average cost for medical services of $120 per family in Alberta and British Columbia. "Even with the addition of the medical care taxes, Saskatchewan has only the third highest per-capita tax of all the provinces," the Premier said.

Minister of Labour

The complexity of new trades arising out of advanced technology makes it necessary for the rising generation of labour to be prepared for more refined tasks than was the case for those who entered the labour force 20 years ago, said Hon. C. C. Williams, Saskatchewan Minister of Labour.

Emphasizing the importance of education as a form of job insurance, he said that a recent survey conducted in the United States showed that 22 out of 100 drop-outs from high school were unemployed for prolonged periods. On the other hand, the proportion of unemployed among high school graduates was only 13 out of 100.

But adults also, Mr. Williams said, should gain further knowledge of their trades, and even of other trades, in order to keep pace with a rapidly changing society.

Minister of Public Works

Saskatchewan Minister of Public Works Hon. W. G. Davies promised the delegates that public works projects would continue to be undertaken in the province in such a way as to provide the maximum opportunities for employment.

Mr. Davies, who was Executive-Secretary of the Federation of Labour from 1946 to 1960, said that most of the projects would be set aside for the slack winter months.

Farmers Union

Douglas Young, second Vice-President of the Saskatchewan Farmers Union, told the convention that mechanization of farming has made the farmer more dependent upon, and more vulnerable to the decisions of the industrial world, which supplies him with steel, rubber, and petroleum products. "The farm has passed from a stage of self-sustainment to a position of strong dependence on other people," he said.

UAW Strike against Kohler Ended after 8½ years

One of the most drawn-out and bitter labour disputes in the United States has ended after eight and one-half years. Representatives of the Kohler Company of Sheboygan, Wis., and the United Auto Workers on September 29 announced agreement on terms for a one-year contract.

Two issues are to be decided by the National Labor Relations Board: back pay for the strikers and the rehiring of 77 men claimed to have been blacklisted by the company for "exceptional union activity."

The dispute was marked by violence and ran a long and complicated course through labour boards and courts (L.G. 1957, p. 585).

The strike at the Wisconsin plumbing-fixtures manufacturer began in April 1954, when the UAW demanded a union shop after a year of organizing (the union had initially won bargaining rights in 1952) and negotiations broke down. The company resumed operations two months later, using non-union labour.

Last June, the U.S. Supreme Court decided to uphold a 1960 National Labor Relations Board ruling that directed the company to rehire most of the fired strikers and to resume bargaining.

Unemployment in the United States in November

Unemployment in the United States in November was estimated at 3,801,000, compared with 3,294,000 in October. The seasonally adjusted unemployment rate was 5.8 per cent, compared with 5.5 per cent in October and 6.1 per cent in November 1961.

The civilian labour force was estimated at 71,782,000 in November.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) (000)	November	6,612	0.0	+ 1.7
Employed (000)	November	6,270	− 0.9	+ 1.9
Agriculture (000)	November	597	− 8.0	− 5.1
Non-agriculture (000)	November	5,673	− 0.1	+ 2.7
Paid workers (000)	November	5,176	− 0.5	+ 2.8
At work 35 hours or more (000)	November	5,058	− 8.4	− 3.6
At work less than 35 hours (000)	November	1,068	+ 64.1	+ 46.7
Employed but not at work (000)	November	144	− 7.1	− 19.1
Unemployed (000)	November	342	+ 20.8	− 2.0
Atlantic (000)	November	54	+ 28.6	+ 5.9
Quebec (000)	November	124	+ 13.8	+ 10.7
Ontario (000)	November	82	+ 20.6	− 17.2
Prairie (000)	November	43	+ 48.3	− 12.3
Pacific (000)	November	39	+ 11.4	+ 2.6
Without work and seeking work (000)	November	324	+ 21.3	− 2.1
On temporary layoff up to 30 days (000)	November	18	+ 12.5	0.0
Industrial employment (1949=100)	September	126.4	− 0.5	+ 2.5
Manufacturing employment (1949=100)	September	117.5	− 0.1	+ 4.2
Immigration	1st 9 mos. 1962	56,568	—	+ 0.7
Destined to the labour force	1st 9 mos. 1962	28,506	—	+ 2.3
Strikes and Lockouts				
Strikes and lockouts	November	49	+ 16.7	+ 2.1
No. of workers involved	November	9,565	− 3.9	− 13.3
Duration in man-days	November	76,740	− 29.0	− 38.1
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	September	$81.37	+ 0.7	+ 3.3
Average hourly earnings (mfg.)	September	$ 1.88	+ 1.1	+ 3.9
Average hours worked per week (mfg.)	September	41.3	+ 0.7	0.0
Average weekly wages (mfg.)	September	$77.55	+ 1.8	+ 3.4
Consumer price index (1949=100)	November	131.9	+ 0.3	+ 1.7
Index numbers of weekly wages in 1949 dollars (1949=100)	September	141.3	+ 1.4	+ 1.6
Total labour income $000,000.	September	1,748	+ 1.3	+ 5.5
Industrial Production				
Total (average 1949=100)	October	195.5	+ 0.8	+ 6.6
Manufacturing	October	175.4	+ 0.9	+ 7.0
Durables	October	176.8	+ 2.8	+ 13.2
Non-durables	October	174.2	− 0.7	+ 2.1

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Employment and Unemployment, November*

Employment declined by 56,000 to 6,270,000 between October and November. This was considerably less than the usual drop in employment at this time of year.

Unemployment rose by 59,000 to 342,000 during the month, about a normal increase for this period. The November unemployment total was 5.2 per cent of the labour force. A month earlier the rate was 4.3 per cent; a year earlier 5.4 per cent; and in November 1960 it was 6.6 per cent.

The labour force, which usually declines between October and November, remained virtually unchanged. The estimated labour force in November was 108,000 higher than a year earlier.

Employment was 115,000 higher and unemployment 7,000 lower than in November 1961.

Employment

The employment decline between October and November was almost entirely confined to agriculture. In non-farm industries, employment held up better than usual as continuing mild weather delayed the customary slowdown in outdoor activities. Employment in the construction industry, in particular, was reported to be well maintained during the month.

The October-November employment decline was concentrated in the Prairie region, where there was a sharp reduction in farm requirements. Employment in the Atlantic region declined moderately, also because of reduced activity in agriculture. In the remaining regions, employment showed little or no change over the month. Compared with a year earlier, employment in November was higher in all five regions.

Total employment remained well ahead of a year earlier. The November figure of 6,270,000 represented an increase of 115,000, or 1.9 per cent, over November 1961. In non-agricultural industries, the increase was 147,000, or 2.7 per cent. The service-producing industries accounted for the largest part of this advance. Manufacturing and construction also contributed appreciably to the increase in non-farm employment.

The number of women employed increased by 60,000, or 3.5 per cent over the year, largely as a result of strengthening in service employment. The number of employed men was 55,000 (1.2 per cent) higher than a year earlier.

Unemployment

The increase in unemployment between October and November was about in line with the usual seasonal pattern. The number unemployed increased by 59,000, to 342,000. Men accounted for almost all of the increase.

Some 278,000 of the unemployed were men. Of these, 89,000 were under 25 years of age, 102,000 were 25 to 44, and 87,000 were 45 or over. About 149,000, or slightly more than half, were married.

An estimated 64,000 women were unemployed in November. Of these, 37,000 were under 25 years of age, 17,000 were 25 to 44, and 10,000 were 45 or over. Some 22,000, or about one-third, were married.

Of the total unemployed, 260,000, or three-quarters, had been unemployed for three months or less. An estimated 39,000 had been seeking work for four to six months and 43,000 for more than six months. In relation to a year ago, the largest proportional decrease was in the group unemployed for more than six months.

*See Tables A-1 to A-3, pages 1416–1417

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	November 1962	November 1961	November 1962	November 1961	November 1962	November 1961	November 1962	November 1961
Metropolitan	2	3	9	9	1	.....	.....	.....
Major Industrial	4	2	19	21	3	3	.....	.....
Major Agricultural	.....	.....	9	12	5	2	.....	.....
Minor	7	7	39	39	12	12	.....	.....
Total	13	12	76	81	21	17	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER 1962

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S ← VANCOUVER-NEW WESTMINSTER ←	Calgary EDMONTON ← HALIFAX ← HAMILTON ← MONTREAL ← OTTAWA-HULL ← Quebec-Levis Windsor (Leamington) Winnipeg	Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	CORNER BROOK ← Lac St. Jean MONCTON ← SHAWINIGAN ←	Brantford Cornwall Farnham-Granby FT. WILLIAM-PT. ARTHUR ← Joliette KINGSTON ← New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sherbrooke SUDBURY ← Sydney TIMMINS-KIRKLAND LAKE ← Trois Rivieres Victoria	Guelph Kitchener London	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		BARRIE ← CHARLOTTETOWN ← CHATHAM ← LETHBRIDGE ← PRINCE ALBERT ← Riviere du Loup SASKATOON ← Thetford-Lac Megantic-St. Georges YORKTON ←	Brandon Moose Jaw North Battleford Red Deer Regina	
MINOR AREAS (labour force 10,000-25,000)	GASPE ← Prince George-Quesnel RIMOUSKI ← BATHURST ← CAMPBELLTON ← NEWCASTLE ← WOODSTOCK, N.B. ←	BEAUHARNOIS ← BELLEVILLE-TRENTON ← BRACEBRIDGE ← Bridgewater CENTRAL-VANCOUVER ISLAND ← Chilliwack CRANBROOK ← DAUPHIN ← Dawson Creek Drummondville EDMUNDSTON ← Fredericton Grand Falls KAMLOOPS ← KENTVILLE ← Lachute-Ste. Therese Lindsay MEDICINE HAT ← MONTMAGNY ← NORTH BAY ← OKANAGAN VALLEY ← OWEN SOUND ← Pembroke PORTAGE LA PRAIRIE ← Prince Rupert Quebec North Shore Ste. Agathe-St. Jerome St. Jean ST. STEPHEN ←	Brampton Drumheller Galt Goderich Kitimat Listowel St. Hyacinthe Stratford Swift Current Walkerton Weyburn Woodstock-Tillsonburg	
	Group 2 (Cont.)			
	ST. THOMAS ← Sault Ste. Marie SIMCOE ← SOREL ← SUMMERSIDE ← TRAIL-NELSON ← TRURO ← Valleyfield Victoriaville YARMOUTH ←			

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

International Comparisons of Unemployment

Contrary to a widespread impression, definitions of, and methods of collecting statistics on unemployment are only a minor factor in accounting for the higher level of unemployment in the United States in comparison with other industrial countries.

This is one of the important conclusions arrived at as a result of research conducted by two officials* of the Bureau of Labor Statistics, United States Department of Labor, a summary of which was published in two instalments in the August and September issues of the *Monthly Labor Review*, published by the U.S. Department of Labor.

The first of these articles deals with the statistical reasons for the differences in the unemployment rates of the countries covered. The second discusses some of the other factors that contribute to the differences, such as the demographic composition of the labour force, social attitudes, and the rate of economic growth.

Adjustments Necessary

The research study showed that for six of the seven foreign countries covered, taking statistics for the year 1960, some adjustment of published unemployment data was necessary to facilitate comparison with United States figures. In four cases, the adjustments resulted in higher unemployment rates; in two cases, lower rates.

Canada was the only foreign country whose published figures could be taken without adjustment.

The following are the published figures on unemployment as a percentage of the labour force, for each of the eight countries covered by the survey, with the percentage figures adjusted to conform to United States definitions in brackets:

Canada, 7.0 (7.0); United States, 5.6 (5.6); Italy, 7.9 (4.3); Great Britain 1.6 (2.4); France, 1.1 (1.9); Sweden (1961), 1.2 (1.5); Japan, 1.0 (1.1); and Germany (Federal Republic), 1.2 (1.0).

Commenting on these figures, the first article says: "After rough adjustment for such differences [in collection procedures and definitions], the unemployment rate in the United States in 1960 was still three or more times as great as the rates in France, Germany, Japan, or Sweden. It was more than double the unemployment rate in Great Britain and appreciably higher than that in Italy. Only the rate in Canada, among the seven countries studied, was higher."

Demographic Factors

Passing on from the purely statistical aspect of the question, covered in the first article, to a study of the reasons for the real differences in rates of unemployment shown by the adjusted figures, the second article deals first with the "demographic factors," such as the rate of growth of the labour force, and the proportion of women and young people in the labour force. These factors, the study finds, contribute to only a limited extent "toward explaining the relatively high unemployment rates in the United States."

Although the labour force in the United States has not increased more rapidly than in some of the other industrial countries, the demand for labour "appears to have grown more slowly in recent years than abroad. Measured by the average annual increase in gross national product (GNP), and in industrial production, from 1951 to 1960, growth in all of the countries except Great Britain was more rapid than in the United States."

Unemployment rates are generally higher for women than for men, the article states, although it cites Canada as a notable exception to this rule. The proportion of women in the labour force therefore has a bearing on the question of unemployment rates.

Economic Factors

Among the "economic factors" that affect rates of unemployment, the article mentions: the composition of the labour force by industry; the "status" of the workers (self-employed, wage earner, etc.); and changes in the structure of the labour force due to changes in demand, technological advance, etc.

"With regard to industrial composition, the most important difference concerns the proportion of the workers engaged in agriculture.

Unemployment is much less frequently associated with agriculture than with industry, partly because agriculture is less susceptible to cyclical change, but chiefly because a high proportion of workers in agriculture are self-employed or unpaid family workers who tend, in slack periods, to work part time or withdraw from the labour force rather than seek another job with pay. Countries which are predominantly agricultural usually have little *un*employment, though they may suffer from *under*employment . . .

*Robert J. Myers, Deputy Commissioner of Labor Statistics; and John H. Chandler, Chief, Branch of International Comparisons, Division of Foreign Labor Conditions, Bureau of Labor Statistics, United States Department of Labor.

The decline in work opportunities in agriculture in the United States has undoubtedly resulted in a somewhat higher level of unemployment than we would have otherwise.

The higher proportion of wage and salary workers in the United States than in most other industrial countries was another reason cited in the article for the high unemployment rate in the United States, since unemployment is associated primarily with persons employed for a wage or salary.

At the same time, some industrial countries, such as Great Britain, Germany, and Sweden, have been able to maintain very low rates of unemployment despite a relatively high proportion of wage and salary workers—in the case of Great Britain, higher than our own. It appears, therefore, that our large proportion of wage and salary workers provides only a partial explanation of our relatively high unemployment.

Passing on to another economic factor that affects unemployment rates, the authors say:

Changes in the structure of the economy, as illustrated by change in products because of change in demand, the decline of certain occupations due to technological advance, abnormal fluctuations in the supply of labour, the deteriorating economic condition of individual localities, etc., are a significant cause of unemployment.

But it also says that "there is no statistical measure that is sufficiently comprehensive to afford a realistic comparison of differences in degree of structural change." But, "since rising productivity tends to accompany expanding production, the countries which have shown the greatest economic growth are, in general, those whose productivity has advanced most rapidly. The United States, Canada, and Great Britain . . . have lagged somewhat behind the other countries, while Japan, Italy, Germany, and France have been in the lead".

As one of the economic factors affecting unemployment, the article considers finally "the ability of workers in the various countries to withstand unemployment, that is, to afford to remain unemployed rather than accept the first job available at possible sacrifice of occupational qualifications and future income."

Unemployment insurance, of course, helps to protect the unemployed worker against the necessity of accepting a job with lower skill requirements and lower pay than the job he left. On whole, however, it is doubtful whether low wages and limited unemployment benefits have substantially influenced the unemployment picture in foreign industrial countries in recent years. With the economies abroad booming and joblessness low, unemployed workers have usually been able to find a job in which their qualifications could be used.

Legal and Social Factors

Finally, the article considers the effect of legal and social factors on unemployment. These, it says, "play a surprisingly important role in holding down unemployment in some industrial countries."

"Job attachment in other industrial countries (Canada being an apparent exception) is typically much firmer than in the United States. Once the worker has established his position as 'regular' or 'permanent,' he may be subject to layoff or separation only in an extreme emergency, or not at all."

On the other hand, the article points out that "the security of the regular worker in his job involves an appreciable cost. It may be gained in part at the expense of temporary workers who have little hope of getting steady employment. It undoubtedly depresses the level of productivity and, hence, the level of incomes. But it is a potent factor in holding down the level of unemployment."

In the second article it is stated that certain matters that affect employment and unemployment have been left out of account in the study. "Such complex questions as the form of economic organization (i.e., free enterprise, socialism, etc.) and the level of wages in relation to the supply of, and the demand for labour have been deliberately excluded.

"Government action to reduce or alleviate unemployment through training or placement programs, relocation, work relief, foreign trade promotion, and monetary and fiscal measures are also excluded. Treatment of most of these topics is beyond the scope of this article."

Safety and Health Legislation in 1962

(*Continued from page 1354*)

make regulations respecting health in industrial establishments to cover: (1) the use of noxious chemicals or materials in industrial or other processes; (2) the enforcement of medical examinations in certain occupations; (3) the reporting of industrial diseases; (4) inspection of industrial establishments, mines and other workplaces; (5) the appointment of medical officers, health inspectors or factory inspectors.

40th Convention of the CNTU

Confederation of National Trade Unions takes further step toward political action, authorizes President to make political statements provided he first consults with political action committee and follows lines laid down by board

The Confederation of National Trade Unions, at its 40th convention, held in Montreal from October 14 to 20, moved a step farther in the political action field and declared that though it is not joining a political party, it nevertheless insists on being considered as a political power.

Henceforth, the CNTU Confederal Board will have full discretion either to indicate its preference for or its opposition to a political party or to declare itself neutral, as it sees fit. And the General President was authorized, after consultation with the Political Action Central Committee, to make public statements in the field of politics in the name of the CNTU, along the general lines determined by the Confederal Board.

The convention, in which more than 600 delegates took part, gave most attention to the question of political action, though it did not neglect the other problems of the labour movement.

Jean Marchand, the General President, devoted the major part of his report to censuring the Social Credit Party, as much for its anti-labour attitude as for its monetary theories. This attack in Mr. Marchand's report was the object of a debate that lasted almost a whole day, at the end of which he received an unequivocal vote of confidence.

Mr. Marchand was later re-elected General President by acclamation, as was Marcel Pépin, the National Secretary.

The CNTU, which has enjoyed a substantial increase in membership in the past two years—it now has more than 113,000 members—showed signs of greater solidarity. So it was that it adopted a partial revision of its structure with a view to improving the efficiency of its services.

Four important reports, on automation, white-collar organization, female workers, and portable pension plans, were read to the delegates. These reports will be carefully studied before the next convention.

The delegates to the biennial convention reiterated their opposition to nuclear weapons; censured Sunday work, especially in paper mills; requested a revision of the Labour Relations Board; and demanded full rights of association for civil servants.

The convention was opened in the presence of a large number of guests of honour, among whom were Hon. Pierre Sévigny, Associate Minister of National Defence, representing the federal Minister of Labour; Hon. René Hamel, Minister of Labour for Quebec; Mayor Jean Drapeau of Montreal; Msgr. Paul Grégoire, Auxiliary Bishop of the Montreal Diocese; Lionel Sorel, General President of the Catholic Union of Farmers; and Maurice Bouladoux, President of the International Federation of Christian Trade Unions.

Political Action

The CNTU moved a step farther in the field of political action, but stopped short of joining a political party. The convention authorized the formation of "a political action central committee," of which the members and the duties will be determined by the Confederal Board, which will be responsible for political education.

The convention also authorized the Confederal Board to indicate its preference for a political party and authorized the General President and the General Secretary "to make public statements of a political nature on behalf of the CNTU, after consulting the political action central committee and within the framework of the decisions taken by the Confederal Board."

The delegates instructed the Confederal Board to make "a thorough study of the different political parties."

The convention adopted, with certain amendments, a resolution proposed by the Montreal Central Council, which, apart from acknowledging that "direct political action is a means of contributing to the general welfare," emphasizes that it has become necessary for labour organizations to determine their political orientation, because of the effects of economic and social problems.

In addition, the motion resolved:

—That the CNTU, aware of its responsibilities to the workers and the general population, declare itself in favour of democratic economic planning under the responsibility of the State, with the co-operation of interested parties speaking through appropriate organizations;

—That the CNTU accept the necessary amount of socialization and nationalization, notably in the fields of public utilities and natural resources, in order to break the hold of economic dictatorship and better protect the general interests of the population;

—That the CNTU take all the means at its disposal to help in the establishment, at the different levels of public life, of a political democracy, an economic democracy and a social democracy.

The General Secretary questioned the wisdom of direct affiliation to a political party. "It is not logical," he said, "that the labour movement should become an opposition party and be automatically opposed to the party in power."

Gérard Picard, President of the Montreal Central Committee and also Provincial President of the New Democratic Party, praised the convention's attitude, stressing that it had just blazed a trail that would permit the CNTU to feel more at ease in the field of political action.

"If the political action central committee finds, after a careful study of the different political parties, that a particular party is closest to the objectives of the labour movement, then it should not hesitate to recommend the support of this party to its members," he said.

President's Moral Report

The moral report of the General President dealt mostly with Social Credit; in it he tried to demonstrate the anti-unionism of this movement.

Asked to justify the warning he had made about 10 days before the federal elections of June 1962 about the theories and principles of the Social Credit Party, Mr. Marchand insisted that the CNTU President, by his very office, "must denounce individuals and groups that are hostile to labour."

The President's report gave rise to a debate that lasted most of a day and at the end of which he received almost unanimous approval of the convention, there being only one dissenting vote.

Mr. Marchand insisted in his report that Social Credit was anti-labour in its principles. He said that a publication of the Social Credit Association of Canada had stated that the failure of our economic system was due to "the poor leadership of the labour movement, the abuse of power by trade unions, and the threat of strikes."

During the debate on the report, in which about twenty delegates took part, Mr. Marchand explained why he had attacked the Social Credit Party and not the other parties.

"The old parties are parties without a fixed theory," he said. "These parties change their election platforms according to circumstances and all we can do is approve or disapprove these platforms, which we have done in the past." But Social Credit alone had a fixed theory, and this theory was "harmful" and "does not stand up," he said.

The other parties, however, "did not have the courage to say what is wrong with the Social Credit theory, and thus failed in their political duty."

Structural Changes

The convention approved the creation of six main regions and the opening of regional CNTU offices to provide organization and education services, previously handled by the central councils. But it did not proceed with other structural changes.

This relocation of services began at last year's special convention (L.G., Jan., p. 35). The province has been divided into six regions: Montreal, Quebec, Saguenay-Lac St. Jean, Northern Coast, Eastern Townships, and Mauricie. In each of these regions, the CNTU will open an office to provide all the regional unions with the main organizational and educational services.

The central councils will remain, however, to group the unions and represent the workers in their dealings with public authorities and other social groups, and to promote unionism.

For the time being, the convention did not make any change in the structure of the Federations. The wish was expressed, however, that it may be possible to bring about improvements of this type at the regional level within the next two years.

The convention also approved a 10-cent-a-month increase in per capita dues paid to the CNTU to cover the cost of the new regional offices.

Automation

The convention was shown a 35-page study on automation and its impact upon unionism, prepared by Jean Paul Gagnon, a sociologist working for the CNTU.

Mr. Gagnon summarized the union's attitude concerning automation:

> The labour movement cannot but welcome a labour development that tends to remove from it everything that is not human. However, unionism would not like to see this development, which will benefit mostly the workers of tomorrow, turn against the workers of today. Moreover, far from wanting to protect the old industrial structures by claims tending to stop technical progress, workers want to be protected. Unionism does not wish to protect old jobs; it wants to protect workers who are very much alive.

The report, which contains concrete recommendations concerning the attitude of unions on collective bargaining, will be studied by several committees on education.

White-Collar Workers

The Executive Committee was instructed by the convention to create a "white-collar workers" department.

NO STRIKE DURING 1967 WORLD FAIR

The Building Trades Council of the Metropolitan Area (CNTU) agreed not to strike or take other restraining action during work in direct connection with the World Fair to be held in Montreal in 1967, Aldéric Gosselin, Council President, announced at the convention.

This pledge will hold provided the workers on these jobs are paid the wages and given the working conditions prevailing in the metropolitan Montreal area.

Any grievance arising during the life of this agreement shall be settled through arbitration.

The Council does not object to exhibitors employing technicians and specialized workers from their native country, provided that the work of these people is limited to their own trade and that it be done within the limits of the fair grounds.

This suggestion was made by the committee chairman responsible for making a study of the white-collar workers' problems, Jean Robert Gauthier, who pointed out that this department should be under the direction of a permanent director.

Recalling that white-collar workers represent 28 per cent of the wage-earning population, Mr. Gauthier presented a program of action based on research in the sector that the labour movement is called upon to serve and on the expansion of union organization based on existing structures.

"This long-term program of action should aim at two ultimate objectives: the integration of all the middle class wage-earners in the system of union institutions, and the merger, without distinction of caste or class, between wage-earning groups, whether labourers or not," he said.

Female Workers

The efforts made by Vice-President Miss Jeanne Duval to improve working conditions of mothers who have to work outside the home met with strong opposition.

Requesting the delegates to give up "their anachronistic concept" of woman's role, Miss Duval asked the CNTU's support in promoting the three following recommendations:

1. The adoption of a 4-hour work-day;
2. The extension of leaves of absence due to illness of children; and
3. The creation of a benefit fund for new mothers, which would permit them to stay home as long as the care of the child would require.

The committee that studied Miss Duval's report had already replaced these specific recommendations by one suggesting "that shorter working hours be established for working mothers, taking care to protect the regular workers."

The convention went a step farther. It decided to defer the whole report for consideration at the next convention, in two years time.

The spokesman for the opposition was Miss Georgette Lachaîne of Montreal, member of the *Centrale professionnelle du Commerce* (Commerce Employees Union), who objected to mothers' working outside the home. Miss Lachaîne was later elected a CNTU vice-president, unseating Miss Duval.

Portable Pensions

The CNTU approved its committee's proposal for a portable pension plan, which provides for a pension plan administered by the Province, applicable to all citizens of the province, whether wage-earners or not, that would assure to everyone a retirement fund, and that would become a means of economic planning in the hands of the Government.

The proposed scheme, prepared by Jean Paul Gagnon, is based on the principle that "every person has the right to live comfortably, in keeping with the condition of society, throughout his life."

One corollary states that "the existence of a pension plan should not be negotiable and all the workers should benefit from it."

The CNTU proposal contemplates four levels:

1. The federal old-age pension. This should be increased in order to assure a real minimum living income, should be more responsive to fluctuations in the cost of living, and should be granted at age 65.
2. A contributory provincial retirement fund—a true pension plan—geared to income. This provincial pension plan should, among other things protect all the workers; be compulsory from age 25; be contributory, the employer contributing 5 per cent of wages paid and the employee 5 per cent of wages received; be available to a non wage-earner on payment of a contribution of 10 per cent of his income.
3. An additional provincial amount that would adjust pension benefits to the cost of living and the value of the dollar.
4. An additional amount coming from benefits bargained for through unions, which could be connected with the years of service in a plant, or from the additional contributions made to the provincial fund by individuals or firms.

The provincial fund would undertake, under government guarantee, for every person registered with the fund, to:

—Credit to him contributions during his periods of unemployment at his average wage rate, and during his periods of illness at his previous wage rate;

—Pay him, from the date of his retirement to the date of his death, a pension previously determined according to his income during his working life and to his years of participation;

—Pay to the survivor part of the pension according to certain criteria: age, and previous amount of the pension;

—Consider all permanent disability as retirement; and

—Pay to dependants, according to their age, a sum equal to ordinary life insurance, when a contributor dies before retirement.

In conclusion, the committee pointed out that such a provincial fund, which would amount to more than a billion dollars in a few years, could constitute "a magnificent and unique instrument of economic planning and of economic independence."

Addresses

Jean Marchand

Jean Marchand, CNTU General President, invited the federal Government, in co-operation with all interested production agencies and social groups, to undertake immediately the planning of the Canadian economy. He made this appeal after reviewing the shortcomings of the economy and decrying the existence of "almost chronic" unemployment.

Stating that there is no easy solution to Canada's economic problem—save through annexation to the United States, an idea that is rejected by the majority of the citizens—he declared that we shall have to wait for the machine to be put in motion before asking for an increase of output.

The problem cannot be laid down in terms of private enterprise versus public enterprise or state intervention. "We must call upon the goodwill and the co-operation of all," he said.

Recalling the main goals of trade unionism, Mr. Marchand declared that the collective agreement, though it retains a certain value, "is no longer capable of solving all the workers' problems."

He added:

How good is a collective agreement to deal with unemployment? How can a satisfactory rate of growth be achieved without interfering with investment policies, structures of industry, tariff policies, the Government's monetary and fiscal measures, our school system and professional training?

Mr. Marchand concluded that the labour movement definitely cannot protect the interests of its members while restricting its action merely to collective bargaining. "It must take an over-all view of the national and international economy and adopt means of action capable of influencing the economy toward the common interest," he said.

CNTU MEMBERSHIP

While most North American labour organizations were registering decreases in membership, the CNTU's membership has increased substantially in the last two years. The General Secretary's report points out that the CNTU, which had 94,114 members in 1960, now has 113,885, an increase of 21 per cent.

Likewise, during these two years, the number of unions affiliated to the CNTU has increased from 442 to 518, distributed among 14 federations or sectors.

The Building Workers' Federation has the most members, 21,756, followed by the Metal Trades' Federation with 16,179 and by the Service Employees' Federation, with 15,366. This last federation has increased the most in the two years, by 6,262 members.

Hon. Pierre Sévigny

One of the main goals of the federal Government is to create more than one million new jobs as well as a corresponding increase of the gross national product during the next five years, declared Hon. Pierre Sévigny, Associate Minister of National Defence. This is possible, said Mr. Sevigny, who represented the Hon. Michael Starr, Minister of Labour, since more than 200,000 new jobs were created last year.

Briefly reviewing the legislation forecast in the Speech from the Throne, the Minister said it was the Government's intention to establish a National Economic Development Board, which will not only investigate and report on economic conditions, but will also be instructed to recommend to the Government special projects or measures capable of promoting Canada's economic growth.

He called attention to the programs of the federal Department of Labour, including those relating to the construction of technical and vocational training schools and to the training of skilled manpower.

Reminding the delegates that 72 per cent of the unemployed were unskilled or only partly trained persons, Mr. Sevigny emphasized the merits of the federal-provincial training program for the unemployed. Of the 26,887 persons who received training during the year, 8,308 were from Quebec. They received 293,662 days of training.

Hon. René Hamel

Hon. René Hamel, Provincial Minister of Labour, strongly urged management and labour unions to form co-operation committees as a means of increasing productivity.

Co-operation committees at the plant level—generally known as labour-management committees—should have two goals: an economic one, increasing of production,

MESSAGE FROM CLC PRESIDENT

In a telegram addressed to the General President of the CNTU, Claude Jodoin, President of the Canadian Labour Congress, expressed regret at not being able to accept the invitation to attend the convention.

"My colleagues and I sincerely hope that eventually unity will be possible not only at the legislative level but also at the union level in the interests of Canadian workers," added Mr. Jodoin.

and a moral and social one, giving the human element its rightful place, that is, giving the employees more influence and interest in the operation of the establishment.

The Minister remarked that a favourable psychological atmosphere improves the employees' efficiency. To create such an atmosphere, the employees must be convinced "that they will receive their share of the profits resulting from increased production and that they will have the opportunity to express their views on the methods used to improve productivity," he added.

"Labour-management committees did not stem only from the dignity of man at work," said Mr. Hamel, "but also from the right of the working class to be informed about the economic developments and about the decisions that govern their lives."

After having remarked that real co-operation in the economic field is possible only through the existence of sound and responsible unions, Mr. Hamel asked the labour unions to drop their traditional scepticism toward the joint committees.

"Labour-management committees at the plant level give rise to agreement which later facilitates the settlement of really effective collective agreements," he said.

IFCTU President

Maurice Bouladoux, President of the International Federation of Christian Trade Unions, to which the CNTU is affiliated, made a stirring appeal on behalf of the developing countries.

The 15 most needy countries account for more than 50 per cent of the world population but enjoy only 10 per cent of the total income, Mr. Bouladoux said, pointing out that the world was being divided into two groups: the rich and the poor. The IFCTU President asked the CNTU delegates to look for ways and means to relieve the hardships that still prevail.

Mr. Bouladoux declared that we must place our hope in simultaneous disarmament and urged members of the CNTU to become propagandists for this.

In conclusion he said the European Common Market, in raising the standard of living of the workers of the six member countries, will eliminate the competition due to low wages and thus will benefit Canadian workers.

CNTU General Chaplain

Canon Henri Pichette, CNTU general chaplain, invited the CNTU to go beyond the traditional limits of the labour movement and consider objectives on the social and economic levels. "In modern society," he said, "service to workers can no longer be assured through collective bargaining alone."

The union member was under the impression that he was paying dues for the sole purpose of having his interests protected through a collective agreement, he said. Although the workers acknowledge the merits of collective agreements, they do not quite see how unionism can guarantee the security they are seeking.

"That is why they are naturally inclined to appeal directly to other institutions without even suspecting that the labour movement is an essential factor of intervention and participation at the level of the entire economy," Canon Pichette said. "We must go beyond the traditional limits of union activities and consider other objectives."

The General Chaplain maintained that the workers' voice should be heard, not only in the undertaking but also in higher places, where their fate is more surely decided. "The workers must be represented in all places and all organizations where planning of economic life is done."

The labour movement must avoid two dangers in order to make a positive and efficient contribution. It must avoid confining itself to a negative or solely demanding attitude and, secondly, it cannot take refuge in a declaration of principles.

Resolutions

The convention made an appeal "to all peace-promoting bodies in Canada to exert immediate concerted pressure upon the Canadian Government to refrain from accepting nuclear arms." Mr. Marchand said that the only worthwhile contribution Canada could make in favour of peace was to join all the other nations opposed to the making and use of atomic weapons.

The President's statement, which received unanimous approval, added that Canada's entry in the nuclear arms race would deprive us of precious support of the nations who wish to establish lasting peace in the world.

Labour Relations Board

The CNTU reiterated its request for major changes in the Labour Relations Board. The CNTU recommended that the Board members be not civil servants; that applications be disposed of within 30 days; that the Board sit in four groups, each being presided over by the chairman or one of three vice-chairmen. A number of other changes were requested.

Sunday Work

The convention gave full support to the fight of the CNTU and the Federation of Pulp and Paper Workers against the continuous production system during seven days a week. A request has already been made to the provincial Government to institute a board of inquiry to look into Sunday work in the pulp and paper industry.

Right to Strike

The delegates adopted a resolution requesting an amendment to the Labour Relations Act with a view to re-instalment of the right to strike during the life of an agreement when one of the parties refused to carry out an arbitration award within 30 days.

Wage Insurance

A five-member committee was formed to study the possibilities of creating a wage insurance fund intended to help strikers. A resolution from the Sorel union suggested that one dollar a week be deducted from each member until "a sufficient fund for the defence of our rights" has been established. The committee will not report until the next convention, in 1964.

Civil Servants' Right of Association

In telegrams sent to the federal Government and to the leaders of the two Quebec political parties, the delegates requested the right of association for civil servants.

Other Resolutions

Other resolutions requested:

—The establishment by the Canadian Broadcasting Corporation of a television station in the city of Quebec;

—An increase in televised educational programs;

—An increase in public works, both at the federal and provincial government levels, as well as an increase in their financial participation in winter works;

—A more pronounced trend toward processing our natural resources at home;

—An amendment to the Labour Disputes Investigation Act in order to compel boards of arbitration to submit their reports within the 45 days following the appointment of the chairman;

—A provincial Equal Pay for Equal Work Act.

Many of the 150 resolutions submitted had to be referred to the Confederal Board owing to a lack of time to consider them.

MOVE OF HEAD OFFICE

The CNTU decided to move its head office from Quebec to Montreal and thus bring together in the same city the offices of the Secretary and the Treasurer. The General President will continue to live in Quebec but the General Secretary will move to Montreal, although still maintaining an office in the city of Quebec. Several services, including those of organization and publication of the paper, are already located in Montreal.

Election of Officers

Jean Marchand was unanimously re-elected General President, a position he assumed in the spring of 1961 when Roger Mathieu resigned.

Also re-elected unanimously were General Secretary Marcel Pépin and Treasurer Jacques Dion.

Adrien Plourde of Arvida was also unanimously chosen for the new position of General Vice-President. This position, which is actually that of first Vice-President, is a full-time position paid on the same basis as that of the General Secretary.

The other vice-presidents elected were: Ted Payne, Metal Workers; Raymond Parent, Metal Workers; René Gosselin, Textile Workers; Jean-Robert Gauthier, Services; Daniel Lessard, Mining Industry; Miss Georgette Lachaîne, Commerce; and Victor Dahl, Pulp and Paper.

Miss Lachaîne and Messrs. Parent, Gauthier and Dahl are new members on the executive committee.

The Convention re-elected Armand Larivée, Louis Philippe Boily and Guy Thibodeau president, vice-president and treasurer, respectively, of the defence fund.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During December 1962, January and February 1963

(except those under negotiation in November)

Company and Location	Union
American Can, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered local
B. A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
Moirs Ltd. & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Singer Mfg., St. Jean, Que.	Steelworkers (AFL-CIO/CLC)
Telegram Publishing Co., Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

Part II—Negotiations in Progress During November

Bargaining

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Lithographers' Assn., Eastern Canada	Lithographers (Ind.)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Continental Can, St. Laurent, Que.	CLC-chartered local
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Saskatchewan Government Telephone	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Wabasso Cotton, Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Northern Electric (western region), Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)

Conciliation Board

Company and Location	Union
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)

Post-Conciliation Bargaining

Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)

Arbitration

Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During November 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Bell Telephone, Que. & Ont.—Cdn. Telephone Empl. (Ind.) (clerical empl.): 1-yr. agreement covering 8,000 empl.—top rates increased by $1 to $2 a wk. and starting rates by $2 to $4 a wk., depending on grades and localities of empl., eff. Nov. 25, 1962; off-normal period differential for any time worked between 6 p.m. and 7 a.m. (except overtime) increased to a maximum of $1.25 a day (formerly 75¢ a day); for vacations taken in May, June, September and October, 3 wks. vacation after 10 yrs. of service (formerly 2 wks.) and 4 wks. vacation after 25 yrs. of service (formerly 3 wks.); for vacations taken in January, February, March, April, November and December, 4 wks. vacation after 20 yrs. of service (formerly 3 wks.).

Bell Telephone, Que. & Ont.—Cdn. Telephone Empl. (Ind.) (communications sales empl.): 1-yr. agreement covering 500 empl.—top rates increased by $19 a mo. and starting rates by $20 a mo. in all localities eff. Dec. 6, 1962; vacation plan revised as in clerical empl. agreement above.

Bell Telephone, Que. & Ont.—Cdn. Telephone Empl. (Ind.) (craft & services empl.): 1-yr. agreement covering 9,700 empl.—top rates increased by $1.50 to $3.50 a wk. and starting rates by $1 to $4.50 a wk., depending on grades and localities of empl., eff. Nov. 25, 1962; off-normal period differential increased to a maximum of $2 a day (formerly $1.80 a day); vacation plan revised as in clerical empl. agreement above.

Bell Telephone, Que. & Ont.—Traffic Empl. (Ind.): 1-yr. agreement covering 8,300 empl.—top rates increased by $1 to $1.50 a wk. and starting rates by $1 to $3.50 a wk., depending on grades and localities of empl., eff. Nov. 25, 1962; night shift differential for traffic operators increased to $1 or $1.25 a day, depending on localities; vacation plan revised as in clerical empl. agreement above.

Canadian Car, Fort William, Ont.—Auto Wkrs. (AFL-CIO/CLC): 28-mo. agreement covering 530 empl.—no general wage increase; classification adjustments of 8¢ to 14¢ an hr.; cost-of-living bonus to be adjusted quarterly at 1¢ for each .65 point change in consumer price index (formerly .70 point change) with base being set at 131.5 (formerly 129.0); pension plan to be non-contributory eff. Jan. 1, 1963 with benefits amounting to $2 a mo. per yr. of service; employer will pay 20% increase in P.S.I. premiums in 1963 and will contribute 70% toward medical, hospital and life insurance and sickness and accident plan (at present 60%) in January 1964; labourer's rate will be $1.68 an hr.

Canadian Kodak, Mount Dennis, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 780 empl.—wage increases of 5¢ to 9¢ an hr. eff. Nov. 5, 1962; wage reopener eff. Nov. 6, 1963; labourer's rate $2.02 an hr.

Cdn. National Nfld. Steamship Service (CNR)—Railway, Transport & General Wkrs. (CLC): 5-yr. agreement covering 700 empl.—wage increases of $9.58 a mo. eff. May 1, 1962, May 1, 1963, May 1, 1964, $9.57 a mo. eff. May 1, 1965 and May 1, 1966 for unlicensed personnel; seaman's rate after May 1, 1966 will be $284.79 a mo.

Consolidated Paper, Grand'Mere, Que.—Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—wage increase of 5¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; labourer's rate $2.03 an hr. and 1st class mechanic's rate $2.74 an hr.

Consolidated Paper, Les Escoumins, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 500 empl.—wage increase of 8¢ an hr. retroactive to July 31, 1962 for hourly rated empl.; wage increase of 30¢ a cord retroactive to July 31, 1962 for piece wkrs.; additional classification adjustments; 2 paid holidays (formerly 1 paid holiday).

Consolidated Paper, Ste-Anne de Portneuf, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 900 empl.—wage increase of 8¢ an hr. retroactive to July 31, 1962 for hourly rated empl.; wage increase of 30¢ a cord retroactive to July 31, 1962 for piece wkrs.; additional classification adjustments; 2 paid holidays (formerly 1 paid holiday).

Dominion Glass, Hamilton, Ont.—Glass & Ceramic Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,100 empl.—settlement pay of $75 for present empl. on payroll between Jan. 15, 1962 and Aug. 3, 1962; wage increases of 9¢ an hr. eff. Nov. 5, 1962, 5¢ an hr. eff. Nov. 1, 1963 and 5¢ an hr. eff. Nov. 1, 1964; bonus and incentive systems in new moulding division discontinued and wage rates in previous agreement increased by 5%; employer to contribute $2.06 a mo. for single empl. (formerly $1.46), $4.79 a mo. for married empl. (formerly $2.93) and $7.01 a mo. for married empl. with dependants toward P.S.I., eff. November 1962; employer to contribute $1.60 a mo. for male empl. and $1.40 a mo. for female empl. toward weekly indemnity plan providing weekly benefits of $40 for male empl. and $35 for female empl., eff. Nov. 1, 1963; evening and night shift premiums to be increased to 7¢ and 9¢ (formerly 6¢ and 8¢) respectively eff. Nov. 1, 1963; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) eff. Nov. 1, 1964; provisions for jury duty pay and 3 days' bereavement leave with pay; labourer's rate after Nov. 1, 1964 will be $1.82 an hr.

Dow Brewery, Montreal and Quebec, Que.—Brewery Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. retroactive to Jan 1, 1962, 8¢ an hr. eff. Jan. 1, 1963 and 8¢ an hr. eff. Jan. 1, 1964; S.U.B. plan instituted to provide for $45 a wk. in first yr. of agreement, $46 a wk. in second yr. of agreement and $47 a wk. in third yr. of agreement for single empl. ($55, $56 and $57 a wk. for married empl.) payable for 10 to 52 weeks, depending on length of service; labourer's rate after Jan. 1, 1964 will be $2.53 an hr.

General Steel Wares and Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—wage increases of 4¢ an hr. eff. Oct. 10, 1962 and 3¢ an hr. eff. Oct. 1, 1963; employer and empl. each to contribute 1¢ an hr. for improvements to group insurance plan eff. Jan. 1, 1963 and 2¢ an hr. for improvements to pension plan eff. May 1, 1964; labourer's rate after Oct. 1, 1963 will be $1.72 an hr.

Great Western Garment, Edmonton, Alta.—United Garment Wkrs. (AFL-CIO/CLC): 37-mo. agreement covering 700 empl.—general wage increase of 3%; bundling and numbering girl's starting rate $28 a wk. and male shipping and stockroom employee's starting rate $40 a wk.

Molson's Brewery, Montreal, Que.—Empl. Association (Ind.): wage increase of 7½% retroactive to Jan. 1, 1962 for 1,000 empl. arising from negotiations on wage reopener provided for in 3-yr. agreement expiring Sept. 29, 1963; base rate $95 a wk. and rate for tradesmen $119 a wk.

National Harbours Board, Montreal, Que.—Railway Clerks (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1962, 6¢ an hr. eff. Jan. 1, 1963 and 6¢ an hr. eff. Jan. 1, 1964; additional wage increase of 2¢ an hr. for labourers, janitors, clerk-janitors, truck drivers and switchmen retroactive to Jan. 1, 1962; additional classification adjustments of 2¢ to 7¢ an hr. retroactive to Jan. 1, 1962; leading hand's differential increased to 10¢ an hr. (formerly 7¢) retroactive to Jan. 1, 1962; 1 hr. vacation for every 36 hrs. of work annually during first 3 yrs. of service (formerly 1 hr. for every 52 hrs. of work during first two yrs. of service); 1 hr. vacation for every 18 hrs. of work annually after 3 yrs. of service (formerly 1 hr. vacation for every 26 hrs. of work after 2 yrs. of service); 1 hr. vacation for every 12 hrs. of work annually after 15 yrs. of service (formerly 1 hr. vacation for every 17 hrs. of work after 20 yrs. of service); maximum 720 hrs. cumulative sick leave with pay (formerly 400 hrs.); compulsory check-off supersedes voluntary check-off; labourer's rate after Jan. 1, 1964 will be $1.73 an hr.

Northwestern Utilities & Cdn. West. Natural Gas, Alta.—Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.): 1-yr. agreement covering 840 empl.—no general wage increase; 3 wks. vacation after 5 yrs. of service for temporary empl. (previously for permanent empl. only); labourer's rate $1.71 an hr., male clerk "E" rate $280 a mo. and stenographer's rate $200 a mo.

Quemont Mining, Noranda, Que.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 530 empl.—wage increases of 2½% eff. April 1963 and 2½% eff. April 1964; prior to settlement, company increased wages by 5¢ an hr.; St. Jean Baptiste Day to be observed as a paid holiday, making a total of 7 paid holidays; labourer's rate after April 1964 will be $1.74 an hr.

Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.—Butcher Workmen (AFL-CIO/CLC): 30-mo. agreement covering 850 empl.—wage increases of 10¢ an hr. for journeymen and head meatcutters, 12½¢ an hr. for female empl. after 16 mos. of service and of 5¢ an hr. for other empl., eff. Nov. 6, 1961; wage increases of 5¢ an hr. for journeymen and head meatcutters, 2½¢ an hr. for female empl. after 16 mos. of service and 5¢ an hr. for other empl., eff. April 22, 1963; 3 wks. vacation after 5 yrs. of service (formerly after 7½ yrs.); new provision for 4 wks. vacation after 20 yrs. of service; inexperienced female employee's rate after April 22, 1963 will be $1.45 an hr.

Saskatchewan Government—Sask. Government Empl. (Ind.) (classified services): 2-yr. agreement covering 5,000 empl.—general wage increases of 2% in first yr. of agreement and 2½% in second yr. of agreement; rate for clerk I will be $187 a mo.

Shawinigan Water & Power, province-wide, Que.—Empl. Association (Ind.): wage increase of 14¢ an hr. for 1,300 empl. eff. Nov. 1, 1962 arising from negotiations on wage reopener provided for in 2-yr. agreement expiring Oct. 31, 1963.

Winnipeg Metro, Man.—Public Service Empl. (CLC): 18-mo. agreement covering 500 empl.—wage increase of 3% retroactive to Jan. 1, 1962 for hourly rated empl.; incremental wage increase of 4-4½% retroactive to Jan. 1, 1962 for monthly rated empl.; labourer's rate $1.76 an hr. and clerk-stenographer's rate $200-$240 a mo.

National Rehabilitation Association

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, presides at luncheon during annual conference of United States rehabilitation association

A number of Canadians attended the annual conference of the National Rehabilitation Association in the United States, at Detroit, Mich., on October 22, 23 and 24, 1962.

The theme of this year's meeting was "New Concepts and Challenges for Rehabilitation." Delegates were welcomed by Dr. Max K. Newman, President of the American Academy of Physical Medicine. Michigan Governor John B. Swainson gave the keynote address.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, Ottawa, and Chairman of the World Commission on Vocational Rehabilitation, presided at the International Luncheon, sponsored by the U.S. Committee of the International Society for Rehabilitation of the Disabled. Dr. A. H. Heering, Deputy Director of the Ministry of Social Affairs and Public Health of The Netherlands, and Col. William P. McCahill of Washington were the luncheon speakers.

Col. McCahill, who is Vice-Chairman of the People to People Committee of the United States and Executive Secretary of President Kennedy's Committee on Employment of the Handicapped, presented Mr. Campbell with a citation from the "People to People Program" for his "outstanding contribution to International Goodwill."

Principal speakers at the general sessions included Dr. Howard A. Rusk, Director of the Institute of Physical Medicine and Rehabilitation in New York, who spoke on "Merging Professional Streams in Rehabilitation"; Walter P. Reuther, President, United Auto Workers, who spoke on the social-economic factors affecting rehabilitation now and in the future; Dr. William Gellman, Executive Director of the Jewish Vocational Service in Chicago, who spoke on new concepts and challenges in rehabilitation of children and young adults; and Dr. William J. Cohen, Assistant Secretary, U.S. Department of Health, Education and Welfare, who spoke on new concepts and challenges for rehabilitation in the fields of health, education and welfare.

Concurrent sessions were devoted to such aspects of rehabilitation as: advances in research; standards for centres and workshops; training in rehabilitation, both national and international; principles of organization for rehabilitation centre administrators; vocational factors in permanent disability; and Social Rehabilitation.

Other sessions were devoted to consideration of problems of various types of disablement, such as epilepsy, cardiovascular disease, mental retardation, neuromuscular disorders.

Dr. C. Esco Obermann, Executive Director of the St. Paul Rehabilitation Center, St. Paul, Minn., in his presidential address spoke of the many new scientific advances and the responsibility of using them for the benefit of mankind.

Discussing the importance of considering automation in planning the vocational future, Dr. Obermann said:

It has been estimated that in the next generation, 60 million jobs in the United States will change in character. Jobs, whole trades and professions will be eliminated. New ones will be created. But this will not be done in an orderly manner so that a generation of oldsters will retire with their out-dated skills and a new generation of youngsters move in behind them with new skills to displace them. No. The school child of today can expect to change his vocation several times during his productive years.

This presents prodigious tasks in training, retraining, adjusting, readjusting. Workers will have to acquire repeatedly, not only new skills, but new loyalties, new standards and new ethics. We will have to find new and faster ways to make a novice into a skilled technician. No longer can the average person devote a lifetime to becoming and being a skilled tradesman, with pride in his work and love for all that it has demanded of him. No longer can any specialist relax, secure and happy in the knowledge that he and what he has to offer will always be needed.

Kenneth D. Cassidy of the Ford Motor Co. was the principal speaker at the luncheon meeting of the Industrial Relations and Industrial Management section. In outlining the philosophy of rehabilitation that underlies the employment practices of the Ford Motor Co., he said:

Most physical disabilities—even fairly serious ones—need have no important affect on a man's career. Whether a man surmounts his handicaps or succumbs to them depends, not so much on the severity of his handicap as it does on two other things—whether he has, first, the opportunity and, second, the desire to resume his customary activities and responsibilities.

The basic goal of all placement procedures should be to give people the opportunity to make the most of their own particular abilities and the basic problem of all personnel management is to motivate people to make the most of their opportunities.

Montreal's First Conference on Aging

Keynote speaker speaks out strongly against "wasteful" practice of retiring capable workers at age 65, points to saving in pension costs when retirement occurs at 70. Deputy Minister of Welfare speaks on economic aspects of aging

G. Warfield Hobbs III, Past President of the National Council on Aging in the United States and keynote speaker at Montreal's First Conference on Aging last month, spoke out strongly against the "wasteful" practice of retiring capable workers at age 65.

Mr. Hobbs, in his keynote address outlined briefly the many complexities connected with an aging population. In his luncheon address to the conference delegates and the Rotary Club of Montreal he dealt with the employment and retirement of older workers.

He urged those concerned with employment to forget sentimentality in their approach to the problem of retirement and to use instead a practical, big business viewpoint. Mr. Hobbs pointed out that it would cost a company 40 per cent less to retire an able man at age 70 with a pension of $100 a month than it would to let him go at 65 with the same pension. At the same time, he stressed the need for a flexible policy that would enable incompetent employees to be retired much earlier.

Another important factor, he said, was that every time a capable worker retires or ceases producing, but continues consuming, it has an inflationary effect. There were fewer goods to be divided among more people. A country could not cut its production potential yet maintain a constant level of consumption without causing inflation.

Dr. Joseph W. Willard, Canada's Deputy Minister of Welfare, spoke on the economic and social aspects of aging. He described social security measures for the aging in Canada and in various other countries.

Increasing life expectancy was an important factor in the growing numbers of older people in our population, he said, citing as an example the fact that life expectancy at birth in 1931 was age 60 for males and age 62 for females. Only 25 years later, in 1956, these figures had risen to 67.6 years for males and 72.9 years for females.

In stressing the economic and social importance of the aging group in Canada today, Dr. Willard stated that in 1921 there were 420,600 persons aged 65 and over, or 4.8 per cent of Canada's population. By 1941, this figure had grown to 760,800, or 6.7 per cent of the population. By 1961 the number of citizens aged 65 and over had almost doubled again, to 1,391,000 or 7.7 per cent of the total population.

Prof. William S. Goulding, School of Architecture, University of Toronto, addressed the conference on "Living Accommodation for Older People." He said society must recognize that there were two groups of older people; these might be described as "older" and "oldest." In the older category he placed those from age 65 to 80. These people, he explained, were usually normal members of society, not disabled or different from other adult groups, and should be considered as such. The oldest group, those beyond 80, however, did need special consideration with regard to housing or other living accommodation.

The afternoon session was devoted to a panel discussion under the chairmanship of Dr. Gustave Gingras, President, Institute of Gerontology, University of Montreal. Panel members were: Charles Renaud, Director, Dept. of Social Welfare, City of Montreal; Sister Kateri, Little Sisters of the Assumption; Dr. E. David Sherman, Co-physician-in-chief, Maimonides Hospital and Home for the Aged; G. P. Reid, Montreal District Manager, National Employment Service; Richard Sarrazin, General Director of Social Work, St. Jean, Que.

The panel discussed the problems facing Montreal's aging population. The topics discussed included, employment of the older worker, medical aspects, living accommodations, and community needs and actions. It was the unanimous opinion of those present that the services of a special committee or commission at the municipal or provincial level were needed to co-ordinate existing services and to explore the need for new services.

The bilingual conference was sponsored jointly by the Montreal Rotary Club, Montreal Council of Social Agencies and the Institute of Gerontology, University of Montreal. The program committee, under the chairmanship of C. Wilf Eagle, consisted of: Miss Hazeldine S. Bishop, Charles T. E. Clegg, James J. McCully, Rev. André-M. Guillemette, Dr. Charles A. Roberts, Dr. Gustave Gingras and Lucien G. Michel. About 100 delegates attended, representing medicine, voluntary agencies, education, and municipal, provincial and federal governments.

Employment Conditions of African Women

ILO African Advisory Committee studies implications of changing conditions for employment opportunities and occupational preparation for women workers

Under the pressures of industrialization and other factors—political, economic, social and cultural—far-reaching changes have been occurring in the economic and social position of African women. Their contribution is becoming recognized as indispensable to the continuing development of their countries. The improvement of their status would have a direct effect on the future of Africa.

It had been decided, therefore, that the ILO tripartite committee of experts from 20 newly independent states should consider the implications of the changing situation for the employment opportunities, occupational preparation and legal and social protection of women workers.

Women's employment prospects vary with the degree of their education. Women with little or no formal education may be employed individually or together with their husbands in various sorts of undertakings, from large plantations to quite small farms, such as the cotton farms in Uganda and the cocoa farms on the Ivory Coast. Their work tends to be intermittent or seasonal, weeding or gathering a crop.

Many women living in the outskirts of towns have market gardens or raise poultry and sell their produce in the markets or from door to door. In the towns they may buy needles, cloth, cigarettes or sugar and sell them in very small quantities, making a slight profit. Some women market on a bigger scale, dealing in anything from food and hardware to cloth. Both in towns and in the country a few are skilled in "cottage" crafts, making articles in their homes and selling them in the markets, often through co-operatives.

Women with some degree of education formerly were either teachers or nurses. Today, however, there are women radio announcers and program assistants, X-ray operators, office workers of all kinds, dentists, pharmacists, social welfare workers, policewomen, air hostesses, laboratory technicians, journalists, agricultural officers, bus conductresses and telephonists. Some are in business on their own as independent farmers, owners of taxicabs, buses or shops. Growing numbers are hairdressers.

Among the university graduates are doctors, lawyers and magistrates, university teachers, and a few in high civil service posts. With the advancement of Africans to higher posts formerly filled by Europeans, new openings are available to men and women alike, and there are greater opportunities of advancement.

In many parts of Africa, however, it is still traditional that women should not take employment outside the home and should not work under any person other than a member of their own family.

It is public policy in several countries to encourage the advancement of women and help them to overcome traditional handicaps. Some members of the advisory committee urged caution with respect to the expansion of women's employment, however, lest it increase unemployment among men, with unfortunate results in the labour market and in family life. But there was strong counter opinion in favour of a long view based on a dynamic rather than a static concept of African development.

The Committee emphasized the need to deal with women workers' problems along with those of men; the problems are similar and must be dealt with within the same economic and social framework. At the same time, in Africa as elsewhere, women have special needs and problems arising from their vocation of maternity and their motherhood and home responsibilities. Maternity protection legislation already exists in most African countries, and attention was directed to the need for better child-care facilities, to make it easier for working women to combine home and work responsibilities without detriment either to the welfare of children or to family stability.

The need for hostels for young girls coming from rural areas to work in the towns and cities was acute. Because of the difficulties of young rural migrants in urban areas, especially when they lack skills and are unable to find work, several members urged measures to stabilize the position of the young people in rural areas by improving their earning opportunities. This could be achieved by setting up economically viable small industries and taking steps to improve living conditions.

The outstanding need of girls and women throughout Africa, however, is for more schooling. Prompt action is needed to expand opportunities of vocational training for them in accordance with manpower requirements.

TEAMWORK in INDUSTRY

Business at the Trent Cotton Company Limited, Trenton, Ont., has surpassed the peak attained by the firm during World War II. What makes this situation unique is the fact that the Canadian textile industry generally has been in a depressed condition for a number of years.

Union and company spokesmen who serve on the plant's Employee-Management Committee attribute this success to the consistent maintenance of product quality. The importance of this factor is steadily emphasized both within the committee and on the plant floor.

Plant manager Clifford Baker recommends a constant sharp lookout for any drop in quality. "In our experience, a careless minority of employees—perhaps 10 per cent of a staff—are responsible for 90 per cent of customer complaints," he explained. "They must be watched closely and coached carefully."

Mr. Baker considers the "open door" policy the only effective approach in the promotion of good labour-management relations, provided that it is introduced with sincerity. He says that if management is to enjoy a profitable liaison with employees, it must make itself accessible to union spokesmen and employee representatives who come seeking an audience.

On the subject of labour-management committees, his advice to industry is: "If you want results, put some meat into your meetings. Otherwise wash the thing out and forget it."

According to Mr. Baker, the company's 22-member Employee-Management Committee has matured in 12 years from a safety committee to the point where "we are free to discuss any subjects outside the collective bargaining agreement."

The 22-member EMC, a big committee for a plant staffed by 168 men and women, comprises the firm's total supervisory staff of six and 16 members of Local 974, Textile Workers Union of America (CLC). All phases of the manufacturing operation are represented on the committee.

September's meeting of the EMC ushered in a further stage in the committee's growth: For the first time the meeting was chaired by a union member, Jack Phillips, recording secretary of Local 974. Alternating chairmanship is to be the keynote from now on. Mr. Phillips, a plant mechanic with the firm, thinks that joint consultation has "great possibilities."

* * *

The abuse of tools and other plant equipment was condemned at a recent meeting of the Labour-Management Co-operation Committee, electrical distribution division, City of Saskatoon, Sask.

Characteristically, committee members take turns "chairing" the introduction and ensuing discussion of a selected topic at each meeting. In a brief talk, D. P. Crilly stated that many tools are damaged or ruined each year because people use them beyond their capacity or for jobs other than those for which they were designed. Knowing the proper tool for the job greatly increases efficiency by helping to avoid a good deal of maintenance, he observed. If tools are used improperly, there is a good chance that equipment will be damaged or an employee injured.

Union representatives serving on the LMCC are members of Local 319, International Brotherhood of Electrical Workers (CLC).

* * *

The war on waste declared two years ago by the Employee-Management Co-operation Committee of the Marathon Corporation of Canada, Ltd., Marathon, Ont., continues unabated.

Impact has been achieved throughout the campaign by the regular appearance of news bulletins and complementary displays calling attention to the latest example of how losses through waste are incurred. Running concurrently with the program, reminders by supervisors and on plant notice boards call continually for employee suggestions on how waste can be reduced, materials saved, and production methods improved.

Both management and union members serving on the EMCC agree that the displays are doing an effective job. Personnel supervisor Bob Blois declared there is "definite proof" that the campaign is reducing waste in plant operations and stimulating employee suggestions. Plant personnel serving on the committee are members of Peninsula Lodge, Local 548, International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operative Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board issued six certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. During the month the Board received seven applications for certification, one request under Section 61 (2) of the Act for review of an earlier decision, and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees in the programming and technical departments of Calgary Television Limited, Calgary, Alta. (CHCT-TV) (L.G., Oct., p. 1147).

2. Building Service Employees' International Union, Local 506, on behalf of a unit of building cleaners employed at the Halifax International Airport, Kelly Lake, N.S., by Capital Window Cleaners Ltd., Fredericton, N.B. (L.G., Sept., p. 1033).

3. Adby Employees' Association, on behalf of a unit of drivers and garage employees of Adby Construction and Transport Co. Ltd., Edmonton, Alta. (L.G., Oct., p. 1148).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Twin City Broadcasting Company Limited, Kitchener, Ont., Radio Station CKKW (L.G., Oct., p. 1148).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedoring and yard employees of Henry A. Rodgers Ltd., Bathurst, N.B., engaged in the loading and unloading of vessels at the Port of Bathurst, N.B. (L.G., Oct., p. 1148).

6. International Association of Bridge, Structural and Ornamental Iron Workers Local No. 720, on behalf of a unit of ironworkers employed in the Northwest Territories by the Mannix Co. Ltd., Calgary, Alta. (L.G., Oct., p. 1148).

Representation Vote Ordered

Truckers, Cartagemen, and Building Material Employees Local Union No. 362; General Drivers, Warehousemen and Helpers Local No. 979; General Truck Drivers Union Local No. 938; General Truck Drivers and Helpers Union Local No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Pacific Inland Express Ltd., Calgary, Alta., respondent, and A. Deeter, Jasper Szusz, *et al.*, interveners (L.G., June, p. 654) (Returning Officer: D. S. Tysoe). (See "Reasons for Judgment," below).

Applications for Certification Rejected

1. National Association of Broadcast Employees and Technicians, applicant, Transcanada Communications Limited, Regina, Sask., respondent, and Ian Johnson, William McEwen, *et al.*, interveners (L.G., Oct., p. 1147). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. National Association of Broadcast Employees and Technicians, applicant, and CHEK-TV Limited, Saanich, B.C., respondent (L.G., Oct., p. 1147). The application was rejected for the reason that the Board was not satisfied that the applicant had, as members in good standing, a majority of the employees in the proposed bargaining unit.

Applications for Certification Received

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed employees of Porter Shipping Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

2. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by Michigan Central Railroad Company, Canada Southern Division (New

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

York Central Railroad Company, lessee) (Investigating Officer: T. B. McRae).

3. National Harbours Board Police Association—Port of Saint John, on behalf of a unit of patrolmen employed by the National Harbours Board, Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Law Quarries Transportation Limited, Port Colborne, Ont. (Investigating Officer: R. L. Fournier).

5. International Longshoremen's and Warehousemen's Union, Local 509, Canadian Area, on behalf of a unit of checkers employed by Northland Terminals Co. Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

6. Seafarers' International Union of Canada, on behalf of a unit of unlicensed employees of Kent Line Ltd. (Irving Oil Company), Saint John, N.B. (Investigating Officers: R. L. Fournier and H. R. Pettigrove).

7. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed by Kent Line Ltd. (Irving Oil Company), Saint John, N.B. (Investigating Officers: R. L. Fournier and H. R. Pettigrove).

Request for Review of Earlier Decision

Request for review of the certificate issued by the Board on June 23, 1958, affecting the International Association of Machinists, applicant, and TransAir Limited, St. James, Man., respondent (L.G. 1958, p. 880).

Application for Certification Withdrawn

Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, General Truck Drivers' Local 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Tank Truck Transport Limited, Point Edward, Ont., respondent (L.G., Nov., p. 1283).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment

Application for Certification affecting

Truckers, Cartagemen and Building Material Employees Local Union 362; General Drivers, Warehousemen and Helpers Local 979; General Truck Drivers Union Local 938, General Truck Drivers and Helpers Union Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America — **Applicants**

Pacific Inland Express Ltd., Calgary — **Respondent**

A Deeter, Jasper Szusz, et al — **Interveners**

The Applicants apply to be certified as bargaining agent for a unit of employees described as consisting of all employees of the Respondent, including owner-drivers, except office and sales staff, those employed in truck maintenance at Vancouver, B.C., foremen and dispatchers and those excluded by the Act. Following the hearing, the applicants sought leave to amend the application to substitute General Truck Drivers and Helpers Union Local No. 31 for Line Drivers, Warehousemen, Pickup Men and Dockmen's Union Local 605, which had been one of the locals concerned in the application. The Board granted leave to such amendment of the application.

This unit might be more appropriately and exactly described as all employees of the Respondent classified as line driver; pickup and delivery driver; spare driver; dock warehouseman, including leased equipment operators classified as owner-driver; driver and spare driver, excluding road supervisor, branch managers, salesmen, dispatchers, office employees and dock foremen.

The Respondent is an interprovincial trucking undertaking engaged in hauling freight by road transport from Vancouver, B.C., to Toronto, Ont., via the States of Washington and Idaho in the U.S.A. and thence up into Canada again, and serving also major points in British Columbia, Alberta, Saskatchewan and Manitoba.

The Respondent owned and used in its trucking business as of the date of the Board hearing, 5 line haul tractors and 81 line haul trailers and all pickup trucks which it uses in its operations other than 2 leased city pickup trucks. In addition, the Respondent had obtained the use of 31 line haul drive tractors to haul its line haul trailers under agreements with each of the owners of these tractors.

The Board consisted of A. H. Brown, Vice-Chairman and Acting Chairman, and E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and A. C. Ross, members.

The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.

At the date of the original application there were 160 persons in the proposed unit, including 25 owner-drivers and 40 other drivers of tractors that do not belong to the Respondent.

The Respondent's initial contention is that the application in which the four union locals have joined is not a joint application within the provisions of Section 7 (5) of the Industrial Relations and Disputes Investigation Act but is in effect four separate applications for certification by four unions. Section 7 (5) provides that two or more trade unions claiming to have as members in good standing a majority of employees in a unit that is appropriate for collective bargaining may join in an application for certification under the Section and the provisions of the Act relating to an application by one union and all matters arising therefrom apply in respect of the application and the unions as if it were an application by one union. The Board is of the opinion that the application is a joint application of the four unions and is properly made pursuant to the provisions of Section 7 (5) of the Act.

The principal problem in this case is the status of some 65 persons in the classifications of owner-driver and driver in the unit proposed by the Applicant. The Applicant contends these persons are employees of the Respondent. The Respondent takes issue with that contention. Counsel representing a number of owner-drivers supports the Respondent's position on this issue.

The problem arises out of the arrangements by which the Respondent obtains the use of the 31 tractors that do not belong to it for hauling its trailers over the road in the course of its business.

In respect of each of such tractors there is an agreement following a standard form between the Respondent and a person therein described as "the owner" under which:

(a) a tractor belonging to the owner is assigned to the Respondent's use,

(b) the owner has the option to work as a driver of the tractor and in most cases does so, and

(c) the owner agrees to take certain steps in connection with the arrangements for other drivers for the tractor in addition to, or in substitution for, the owner.

There are 25 such owners, ordinarily referred to as "owner-drivers" and there are 40 other drivers employed under these agreements

The first question to be decided is whether the owner-drivers are employees of the Respondent, and the second question is whether the other drivers are employees of the Respondent. A preliminary question, the answer to which may assist in solving these two questions, is whether the tractor is leased by the owner to the Respondent or whether the owner retains possession and control for the purpose of carrying out an independent contract to perform certain work for the Respondent.

Before referring to the terms of the agreement, it is relevant to say that the status of the tractor or the owner or other driver turns on the meaning of the agreement, and that what the agreement says explicitly as to the status created is only relevant insofar as it helps determine the meaning of the agreement. See *The King* v. *City of Montreal and Montreal Locomotive Works Ltd.* (1945) S.C.R. 621 per Rinfret C.J.C. at p. 631: (affirmed by P.C.)

The decision turns on the meaning of the two agreements. Throughout, the Company is described as the agent of the Crown. Of course, it is not claimed that the use of the word is absolutely decisive, but it is at least an indication of the intention of the parties, and it is that intention, gathered from the words used, that determines the nature of the contracts.

The preliminary question to be decided is whether, according to the terms of the agreement, the owner has parted with possession and control of his tractor to the Respondent for the period of the agreement (i.e., leased the tract to the Respondent). or whether he has retained possession and control of the tractor to perform a number of specific jobs for the Respondent during the period of the agreement. In considering this question, it is not conclusive to say that "The owner is an independent contractor under this contract and is not an employee of the Company." The question must be answered by reference to what the agreement actually provides about the tractor.

We find that the agreement says that:

(1) The Company engages the owner to supply
   (a) "the hauling services . . . herein provided"
   (b) "the drivers herein provided" and
   (c) "The equipment set out in Schedule 'A'" (i.e., the tractor).

(2) The owner shall haul for the Company such trailers as the Company may direct.

(3) The Company shall pay to the owner "as full compensation for the hauling services" sums set out in Schedule "B".

(4) The Company shall obtain all operating licenses and authorities which shall remain the sole property of the Company.

(5) The tractor must be stored at the Company terminal, etc., when not engaged (i.e., when not in operation under the agreement).

If the controlling words are those that say the owner is to supply "hauling services," the words that say that the owner is to supply "drivers" and "equipment" are inconsistent because, if the owner is supplying "hauling services," he must have the drivers and equipment available so that he can supply these services. The agreement cannot, therefore, mean both that the owner is to supply "hauling services" and that he is to supply the drivers and the equipment. It can only mean that he is to supply one thing or the other. One meaning must yield to the other. The question is which.

So far as the equipment is concerned, there does not seem to be any room for doubt that, under the terms of the agreement, there are all the *indicia* of a hiring and none of the contract for "work and labour." The agreement requires that the tractor be kept at all times either hauling the Respondent's tractors or in the Respondent's establishments. The owner has no right to use the tractor for any purpose outside the agreement purposes at any time during the contract period. Even more definite in pointing to a hiring is the provision that all operating licences and authorities are to be obtained in the name of the Respondent. It must be assumed that the parties are not contracting to break the law if what the agreement says can be interpreted as providing for a legal objective. The Respondent can only lawfully obtain licences to operate public freight vehicles that it has the right to operate, and certainly the owner cannot lawfully operate such a vehicle if he has not the authority required by law to operate it. There does not seem

to be any doubt that the agreement contemplates possession of the tractor passing to the Respondent for the duration of the agreement and that it will be operated by the Respondent in the course of its trucking business.

Once it is established that the Respondent, and not the owner, is operating the tractor, the answer to the question whether the driver (either owner-driver or other driver) is an employee of the Respondent or an independent contractor or employee of some other person seems reasonably clear. The further provisions of the agreement particularly relevant to this question are:

6. DRIVERS

(1) *Qualifications:*

The equipment shall be driven only by drivers who are members of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, who have been approved by the Company and who have passed all medical and driving proficiency exams required by the Company, but nothing herein contained shall be construed as an acknowledgment by the Company that the union named or any union is an authorized bargaining agent for the Owner or the employees of the Owner.

(2) *Owner-driver:*

An individual owner who drives, and, where the Owner is a body corporate, an individual who controls the Owner corporation and who drives, shall be deemed to be an Owner-driver.

(3) *Drivers:*

An owner-driver who meets all Company requirements will not hold seniority but may at his option drive his own unit. Any other driver may be selected by the Owner from the Company seniority board but, if the Owner fails to select a driver as herein provided, the Company may select a driver on behalf of the Owner.

(4) *Drivers are Owner's Employees:*

Each driver of the equipment other than an individual owner-driver, whether selected by the Owner or the Company, shall be the servant of the Owner and shall be employed by the Owner and no driver so employed shall be deemed to be the servant of the Company. The Owner shall provide to the Company a written payroll schedule upon the execution hereof and from time to time as and when varied setting put the rates of payments and deductions to be made by the Company on behalf of the Owner with respect to the Owner's employees.

(5) *Disqualification:*

No driver, including an owner-driver, shall be permitted to operate the equipment after notice has been given by the Company to the Owner of his disqualification.

(6) *Reinstatement:*

An owner-driver or an employee of an Owner who has been disqualified as a driver may at any time 90 days or more after disqualification, and while this agreement is still in force, apply to the Company for reinstatement, and if re-approved as a driver by the Company, may resume his position as a driver of the equipment.

7. RULES AND REGULATIONS

(1) *To comply with instructions:*

The Owner shall, and shall cause drivers employed by the Owner to, abide by and comply with the instructions, orders and regulations issued by the Company from time to time with respect to the use and operation of the equipment and with respect to the delivery of any goods or cargo and in particular, and without restricting the generality hereof, to comply with the driver's orders from time to time issued by the Company, and in the event of default, the Owner shall pay the penalties herein provided, which shall be a debt due to the Company from the Owner, and which penalties the Owner expressly authorizes the Company to deduct from the balance of the Owner's credit.

(2) *Penalties:*

The following penalty items will be imposed for violations of good operating efficiency:

(a) Cleanliness of unit unsatisfactory: $25.00.
(b) Appearance of driver unsatisfactory: $25.00.
(c) Failure to properly fill out ICC logs: $25.00.
(d) Each report by motorists of discourteous driver's behaviour: $25.00.
(e) Failure to perform any requirement outlined in Company driver's manual: $25.00.
(f) Failure to report for dispatch within two hours when called: $25.00.
(g) Failure to properly secure freight: $125.00.
(h) Failure to report accident: $125.00.
(i) Delay of freight over normal operating hours; for causes other than excusable mechanical failure and proven sickness: a rate of $25.00 per hour.
(j) Unsafe operation of equipment, speeding, carelessness as observed by provincial, state, county, municipal police, or company officials: dismissal of driver or, at the option of the Company's safety supervisor, 2 trips off.
(k) Unsatisfactory mechanical condition resulting from improper care: trips off until passed by Company's transportation department maintenance inspection.
(l) Damage due to negligence, to Company-owned equipment or property: full amount of repair or deductible insurance.
(m) Unsatisfactory credit report on Owner: cancellation of contract or trips off until credit is satisfactory.

In so far as the owner is concerned, leaving aside the express and repeated statements in the agreement that he is an independent contractor and not an employee, the provisions of the agreement do not support that conclusion. The Respondent has not "contracted out" the movement of its trailers from one place to another in the course of its business. It has hired the tractors and operates them in the course of its business. In no respect does there exist any difference between the physical

operations of the owner-driver under the agreement and any ordinary driver employed by a carrier as an employee.

Do, then, the very complicated provisions about payment for tractor and driver compel one to a different conclusion? The answer seems clear that such provisions are consistent with an agreement whereby an owner gets paid in an amount determined by a complicated formula for:

(a) his services as an employee, and

(b) the rent of his tractor.

Superficially, there might be a strong case for coming to the conclusion that the other drivers are not employees of the Respondent, but employees of the owner. Here again, however, where the attempt made by the agreement to categorize the relationship is put aside, on the basis of the Montreal Locomotive Works case, quotation above, and when it is accepted that the owner is an employee of the Respondent when he selects the other driver and makes his arrangement with him, the conclusion that the other driver is the employee of the Respondent seems to be the correct one. In other words the owner-driver is acting as agent for the Respondent and not for himself when he employs the other driver.

While in theory it is quite possible for the Respondent to arrange for the hauling of its tractors by independent contractors, the difficulties of doing so in carrying on a widespread integrated interprovincial road transportation operation are apparent.

The arrangements and general scheme of operation here are substantially the same in principle as those considered by the Board in its judgment in the case of Line Drivers, Warehousemen, Pickup Men and Dockmen's Union Local 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Gill Interprovincial Lines Ltd. dated March 1, 1962 (L.G., May, p. 531). The evidence supporting the implementation of the arrangements contained in the agreements between the Company and the Owner-drivers was less substantial and positive in that case than here.

Based upon the report of the Board's investigating officer following upon his check of the payroll records of the Respondent and the union records of the unions joining in the original application for certification and the consideration of the information provided at the hearing, the Board finds that at the date of the original application the number of persons in the bargaining unit proposed by the Applicants and their membership status in the unions who joined in the original application was as follows:

	Employed on Leased Tractors		Other Employees	Total
	Owner-drivers	Drivers		
Number in proposed bargaining unit	25	40	95	160
Members in good standing	11	30	54	95

The Respondent submits that in event the Board holds that the owner-drivers are employees of the Respondent they should be placed in a separate bargaining unit under Section 8 of the Industrial Relations and Disputes Investigation Act.

The Board does not consider that the provisions of this section for the recognition of craft groups as separate appropriate bargaining units are applicable to the owner-driver group as this is not a craft group. Nevertheless the Board is of the opinion that the interests of the owner-driver group are sufficiently distinguishable and differentiated from those of other drivers employed by the Respondent as to warrant the Board's finding the owner-drivers to be an appropriate separate bargaining unit and the Board so determines in this instance.

Of the 25 employees in this owner-driver unit only 11 were members in good standing of applicant unions at the date of the application. The application for certification of the Applicants as bargaining agent for owner-drivers is accordingly rejected.

The Board does find that a bargaining unit consisting of all employees of the Respondent classified as line driver, pickup and delivery driver, spare driver, dock warehouseman, including leased equipment operators classified as driver and spare driver but not owner-driver, and excluding the road supervisor, branch managers, salesmen, dispatchers, office employees and dock foremen, to be an appropriate bargaining unit.

The Board is of opinion that in view of all circumstances relating to this application,

a vote of the employees in the bargaining unit should be taken under the direction of the Chief Executive Officer and so orders.

(*Sgd.*) A. H. Brown,
Vice-Chairman and Acting Chairman, for the Board.

DISSENTING OPINIONS

I dissent for the reason that I consider the owner-drivers to be independent contractors.

(*Sgd.*) A. C. Ross,
Member.

We would have been prepared to certify the applicants without a vote.

(*Sgd.*) Donald MacDonald,
Member.

J. A. D'Aoust,
Member.

Dated at Ottawa, October 3, 1962.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Hotels, Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

2. Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae).

3. The Vancouver Hotel Company, Limited (Hotel Vancouver) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

4. Hill The Mover (Canada) Limited, Ottawa and Toronto Terminals, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Canadian National Hotels, Limited (Macdonald Hotel, Edmonton) and Local 857 of the International Union of Operating Engineers (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1283).

2. National Harbours Board, Montreal, Que. (General Forces, Grain Elevators, and Cold Storage Warehouse) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier) (L.G., Nov., p. 1283).

3. Toronto, Hamilton and Buffalo Railway Company, Hamilton, Ont., and the Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 1034).

4. Burrard Inlet Tunnel & Bridge Company, North Vancouver, B.C., and Building Service Employees' International Union, Local 244 (Conciliation Officer: D. S. Tysoe) (L.G., Sept., p. 1034).

Conciliation Boards Appointed

1. Pacific Western Airlines Limited, Vancouver, B.C., and Pacific Western Airlines Traffic Employees Association (L.G., Sept., p. 1034).

2. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (L.G., Oct., p. 1149).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Pacific Western Airlines Limited, Vancouver, B.C., and Pacific Western Airlines Traffic Employees Association (see above) was fully constituted in October with the appointment of W. E. Philpott, LL.B., of Vancouver, B.C., as Chairman. Mr. Philpott was appointed by the Minister on the joint recommendation of the other two members of the Board, J. G. Gould and John Drew, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (see above) was fully constituted in October with the appointment of W. E. Philpott, LL.B., of Vancouver, B.C., as Chairman. Mr. Philpott was appointed by the Minister on the joint recommendation of the other two members of the Board, J. G. Gould and John Drew, both of Vancouver, who were

(*Continued on page 1415*)

LABOUR LAW

Legal Decisions Affecting Labour

Saskatchewan Court of Appeal in one decision quashes Labour Relations Board's finding of unfair labour practice, and in two others upholds Board's orders

In Saskatchewan, the Court of Appeal, quashing the Saskatchewan Labour Relations Board's finding of an unfair labour practice by an employer, held that under the Saskatchewan Trade Union Act the Board could not hold as valid an arrangement for payment of a bonus to employees if such arrangement was not specifically stated in the written collective agreement actually binding the parties concerned; therefore a decision by the employer not to pay the bonus was not a failure to bargain.

In another decision the Court of Appeal upheld the Board's finding of an unfair labour practice when a company refused to bargain collectively, claiming that the union did not represent a majority of employees in a bargaining unit. The Court found that the union in question was duly certified as a bargaining agent and the certification order was valid and subsisting at the time of the company's refusal to bargain.

In a third case, when a school board challenged the validity of a certification order on the ground that the Board acted without jurisdiction when it included in a bargaining unit bus drivers and school caretakers, the Court upheld the Board's order and ruled that, under the Act, the power to determine who are employees within the meaning of the Act was exclusively within the Board's jurisdiction and not open to judicial review.

Saskatchewan Court of Appeal...

...quashes Labour Relations Board's order that found company engaging in unfair labour practice

On June 6, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, quashed an order of the Saskatchewan Labour Relations Board in which the Board found that a company had been engaging in an unfair labour practice in that it had refused to bargain collectively as required by the Trade Union Act.

Local No. 330 of the Tunnel, Rock and General Laborers' Union was a duly certified bargaining agent of the employees of Gunnar Mines Limited. On August 26, 1956, the local and the company entered into a collective agreement effective on September 1, 1956, which was to continue for a period of three years until August 31, 1959. This agreement was supplemented by two letters (August 27, 1956 and August 21, 1958) that provided during the life of the agreement for a payment of a bonus of $100 to employees who would complete satisfactorily and continuously 300 days worked. The letters dealt also with the way the days worked were to be computed.

On September 1, 1959, a new collective agreement was entered into between the union and the company, effective as of that date and to continue in full force until December 31, 1961.

Later the union alleged that during the negotiations for a new agreement it was agreed between the parties that the provisions of the previous agreement, including the two letters, would continue except for specific amendments thereto, but without altering the undertaking contained in the letters. Further, the union alleged that, after September 1, 1959, the company refused to carry out the undertaking contained in the letters and thus unilaterally altered the terms of employment and working conditions and thereby failed or refused to bargain collectively.

After considering these allegations, the Labour Relations Board, in an order issued on June 30, 1961, found that the terms, conditions and method of calculation of "work days" set forth in the two letters were intended to be incorporated into the revised collective agreement of September 1, 1959. Also, the Board held that the company, in refusing to abide by and give effect to the undertaking contained in these letters, unilaterally altered the method of computation of "days worked" and thereby engaged

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

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in an unfair labour practice within Section 8 (1) (c) of the Act. That Section reads:

> 8 (1) It shall be an unfair labour practice for any employer or employer's agent:
> .....
> (c) to fail or refuse to bargain collectively with representatives elected or appointed (not necessarily being the employees of the employer) by a trade union representing the majority of the employees in an appropriate unit.

In its application to the Court the company contended that the Board's order should be quashed because of an error in law apparent on the face of the record. This contention was based upon the submission that, under the Trade Union Act, the Board has no jurisdiction to interpret a collective bargaining agreement or to alter or amend such an agreement by adding terms thereto.

Mr. Justice Culliton, who rendered the judgment of the Court of Appeal, noted that, by the terms of the Act, a collective agreement must be in writing. In the situation under review, a new bargaining agreement was made on September 1, 1959. This agreement admittedly was in writing as required by the Act.

It did not contain, however, any reference to the two letters in question. In Mr. Culliton's opinion, these letters, by their very terms, related only to the agreement that had expired and had been superseded by the new agreement. In order to find an unfair labour practice for failure to bargain collectively, the Board had, on its finding that it was intended by the parties that the letters were to be incorporated into and constitute a part of the agreement, altered, amended or rectified the collective bargaining agreement by incorporating therein the two letters.

Further, Mr. Justice Culliton noted that the powers of the Board are defined in the Trade Union Act. Under the Act, the Board has no power to amend, alter or rectify a collective agreement and, when it did so in the case at bar, it exercised a jurisdiction it did not possess.

The Court quashed the Board's order on the ground of an error apparent on the face of the record. *Re Trade Union Act; Gunnar Mines Limited and Irwin v. Tunnel, Rock and General Laborers' Local Union 330*, (1962), 39 W.W.R., Part 5, p. 287.

Saskatchewan Court of Appeal...

...upholds Labour Relations Board's findings of unfair labour practice on part of an employer

On June 6, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, dismissed an application made by the Army and Navy Department Store Ltd. to quash the Labour Relations Board's order whereby the Board found that the company had been engaging in the unfair labour practice of failing to bargain collectively with the duly certified bargaining agent for the company's employees.

On December 14, 1960, the Labour Relations Board issued a certification order in which it ordered that all employees of the Army and Navy Department Store Ltd., with certain exceptions, constituted an appropriate unit of employees for the purpose of collective bargaining; that the Retail, Wholesale and Department Store Union represented a majority of employees in the appropriate unit; and that the company should bargain collectively with the representatives of the union in question.

In September 1961 the company advised the union that it refused to bargain collectively because the union did not represent the majority of employees in the appropriate unit. On October 24, 1961, the union applied to the Board for an order determining whether the company had been engaging in an unfair labour practice within the meaning of Section 8 (1) (c) of the Trade Union Act [see case above].

On February 22, 1962, the Board made an order in which it held that the company did refuse to bargain collectively with the union which was duly certified as a bargaining agent and thus it had been engaging in an unfair labour practice within the meaning of Section 8 (1) (c) of the Act. The Board ordered the company to refrain from engaging in such unfair labour practice.

The company applied to the Court to quash the Board's order of February 22, alleging that the Board was without jurisdiction to make the said order because the Board had no evidence to prove or show that the union at the material time represented a majority of the employees in question; and further, the company claimed, the Board did not find or determine that the union represented a majority of the employees in an appropriate unit and therefore was without and/or declined jurisdiction.

Further, the company contended that, as the words of Section 8 (1) (c) of the Act are precise and unambiguous, it was incumbent upon the Board to inquire into whether the union, in fact, represented a majority of the employees in the appropriate unit and only upon finding, after such inquiry, that it did so, had the Board jurisdiction to make the order of February 22. Such an inquiry and finding, the company argued, was a condition precedent to the

Board's jurisdiction to make the order complained of and the failure to do so was fatal to its jurisdiction.

Mr. Justice Culliton, who rendered the judgment of the Court of Appeal, could not see that either the interpretation or the application of Section 8 (1) (c) of the Act posed any problem in the case at bar. He noted that it was admitted that the certification order of the Board, dated December 14, 1960, was valid and subsisting at the time the company refused to bargain collectively with the representatives of the union in question.

In Mr. Justice Culliton's opinion, that order constituted a determination by the Board, under the provisions of the Trade Union Act, that the employees of the company constituted an appropriate unit of employees for the purpose of bargaining collectively and that the union in question represented a majority of such employees. As long as that order was valid and subsisting, the status of the union as representing a majority of employees in the appropriate unit for the purpose of bargaining collectively could not be in question, Mr. Justice Culliton added.

Section 8 (1) (c) provides that it shall be an unfair labour practice for an employer to refuse to bargain collectively with the representatives elected or appointed by a trade union representing the majority of employees in an appropriate unit. The finding by the Board that the certification order was in effect was conclusive of the fact that the union in question represented a majority of the employees of the appropriate unit.

That finding, in Mr. Justice Culliton's opinion, satisfied the requirements of Section 8 (1) (c) as to the status of the union and no further inquiry was necessary. To interpret Section 8 (1) (c) in complete disregard of the certification order would render such an order virtually meaningless and would deny the very intent and purpose of the legislation.

Moreover, Mr. Justice Culliton added, to accede to the company's submission would allow an order of the Board to be attacked in collateral proceedings and this the law, as a general rule, does not permit.

The Court dismissed the company's application and upheld the validity of the Board's finding of the company's unfair labour practice. *Re Trade Union Act; Army & Navy Department Store Ltd.* v. *Retail, Wholesale and Department Store Union,* (1962), 39 W.W.R., Part 5, p. 311.

Saskatchewan Court of Appeal...

...holds that Labour Relations Board's right to determine who are employees is not open to review

On June 6, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, dismissed an application made by the Board of Prince Albert School Unit No. 56 to quash an order of the Labour Relations Board certifying a union as bargaining agent for a unit of employees, including school bus drivers and school caretakers. The Court held that, under Section 5 of the Saskatchewan Trade Union Act, the power of the Board to determine who are employees within the meaning of the Act was a matter exclusively within the Board's jurisdiction and not open to judicial review.

On January 30, 1961, the Saskatchewan Labour Relations Board made an order to the effect that all bus drivers, school caretakers, school and bus maintenance employees and office employees, except the Secretary-Treasurer, employed by the Board of Prince Albert School Unit No. 56 constituted an appropriate unit of employees for the purpose of bargaining collectively; that the National Union of Public Employees, Local Union No. 832, represented a majority of the employees in the appropriate unit of employees; and that the Board of Prince Albert School Unit No. 56 should bargain collectively with the duly appointed or elected representatives of Local No. 832.

The school board applied to the Court to quash the order on the ground that the Board, in making the order, was without jurisdiction by virtue of including in the said order bus drivers and school caretakers who were not employees within the ambit of the Trade Union Act. In support of the application, the school board filed the contracts made by the school board with individual bus drivers and caretakers.

Counsel for the school board contended that the Court had the right to accept and consider such evidence, as a determination of the status of such personnel was a matter extraneous to the Board's jurisdiction, but one upon which the Board's jurisdiction was dependent. Further, it was argued that the Board erred in finding the bus drivers and caretakers to be employees and that the Board should have held that they were independent contractors.

Counsel for the union and the Labour Relations Board contended that the determination of whether bus drivers and caretakers were employees within the provisions of the Trade Union Act was a matter exclusively within the Board's jurisdiction and therefore its finding was not open to review in *certiorari* proceedings. Counsel further contended that the Court was not

entitled to look at the evidence to determine whether the Board had erred in its conclusion.

Mr. Justice Culliton, who rendered the judgment of the Court, referred to Section 17 of the Trade Union Act, which reads as follows:

S. 17. There shall be no appeal from an order or decision of the board under this Act, and the board shall have full power to determine any question of fact necessary to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by any *certiorari, mandamus,* prohibition, injunction or other proceedings whatever.

In the recent case of *Tag's Plumbing and Heating Ltd.* v. *Rock, Tunnel and Potash Union, Local No. 877* (L.G., Nov., p. 0000), Mr. Justice Culliton added, the Court reviewed the effect to be given to the privative clause and held that, in the disposition of issues within the Board's jurisdiction, its decisions are not open to judicial review, including *certiorari,* even if there was error in fact or law; that, to be subject to judicial review by way of *certiorari,* there would have to be error apparent on the face of the record, or error in the disposition of a matter extrinsic or collateral to its jurisdiction upon which the Board's jurisdiction was dependent.

According to Mr. Justice Culliton, the primary question before the Court was whether the determination of the status of the bus drivers and caretakers was a matter exclusively within the Board's jurisdiction.

Under Section 5 of the Trade Union Act, the Board has the power to make orders. The pertinent portions of Section 5 are as follows:

S. 5. The board shall have power to make orders:

(a) determining whether the appropriate unit of employees for the purposes of bargaining collectively shall be an employer unit, craft unit, plant unit or a subdivision thereof or some other unit,

(b) determining what trade union, if any, represents a majority of employees in an appropriate unit of employees,

(c) requiring an employer to bargain collectively.

In Mr. Justice Culliton's opinion, it is apparent from this section that the Board could not exercise the powers therein granted unless it has a right to determine who are employees. Such a right, Mr. Justice Culliton added, is implicit in the section and clearly within the Board's jurisdiction. That being so, the finding of the Board in the case at bar was not open to judicial review.

The Court dismissed the application and upheld the Labour Relations Board's order. *Re Trade Union Act and Crown Practice Rules: Prince Albert School Unit No. 56* v. *National Union of Public Employees' Local No. 832,* (1962), 39 W.W.R., Part 5, p. 314.

Recent Regulations under Provincial Legislation

Alberta increases minimum wages of taxicab drivers, female telephone operators in small exchanges, students working part time, and of cooks in lumber camps

In Alberta, two new orders of the Board of Industrial Relations increased minimum rates by 10 cents an hour, to set a minimum of 85 cents an hour for taxicab drivers and of 75 cents for cooks in camps. Another new order set a minimum of $26 a week for female telephone operators in small exchanges who work 40 or more hours a week. An order for students working part time set an hourly minimum of 55 cents for students under 17 years and of 65 cents for those over 17.

The special orders for the geophysical exploration, land surveying and oil well service industries and the exemption order for insurance agents and securities salesmen were re-issued with a few minor changes.

A revised hours of work order for the automotive repair and gasoline service industry approved longer summer hours for garage mechanics and service station employees in the three national parks.

Another new Alberta order declared baking and the trade of an appliance serviceman apprenticeable trades.

Other new regulations dealt with employment agencies in Ontario and vacation pay of commission salesmen in Quebec.

Alberta Apprenticeship Act

In Alberta, the trade of an appliance serviceman and the trade of baking were added to the list of apprenticeable trades by Alta. Reg. 526/62 gazetted September 29.

Alberta Labour Act

Four new orders issued by the Alberta Board of Industrial Relations increased the minimum wages of taxicab drivers, female telephone operators in small exchanges, students working part time, and cooks in work camps.

The orders fixing special hours and overtime provisions for employees in the geophysical exploration, land surveying and oil-well service industries, and the exemption order for insurance agents and securities salesmen were re-issued with a few minor changes.

Another new order approved longer summer hours for garage mechanics and service station employees in the three national parks, replacing a 1948 order with a more limited coverage.

The nine new orders were gazetted September 29 and all went into force on November 1 except the exemption order for insurance agents and securities salesmen, which took effect from the date of publication.

Taxicab Industry (Alta. Reg. 535/62)

The revised order for the taxicab industry increased the minimum wage of taxicab drivers from 75 to 85 cents an hour. The minimum for drivers who are employed for less than four consecutive hours in any period is now $3.40 instead of $3.

Taxicab drivers are again permitted to work up to 10 hours in a day and 60 hours in a week on a straight-time basis. As before, one and one-half the regular rate must be paid for all hours worked beyond the prescribed limits.

In line with former practices, the revised order again permits taxicab drivers to work a 12-hour shift. Working hours of most other employees must be confined, in places with a population of over 5,000, to a 10-hour period following commencement of work; in smaller centres, to a 12-hour period.

Female Telephone Operators in Small Exchanges (Alta. Reg. 527/62)

Under the new order for female telephone operators in exchanges serving fewer than 100 lines, the minimum rate is now $26 a week for operators who normally work 40 hours a week and 65 cents an hour for those with a shorter work week. The previous minima were $20 a week and 50 cents an hour.

Part-time operators employed less than two consecutive hours must, as before, receive a minimum of two hours pay.

The overtime rate is the same as before, one and one-half times the ordinary rate. In exchanges where operators are customarily on duty between 10 p.m. and 8 a.m. and are provided with sleeping accommodation, ten hours on duty will again be considered the equivalent of eight hours of work.

As formerly, an employer may not reduce the wages of an operator who normally works 40 or more hours a week below the prescribed weekly minimum by making a deduction for time not worked on a statutory holiday if the telephone exchange is not open for business or if hours are curtailed on that day.

Students Employed Part Time (Alta. Reg. 528/62)

The new order for students employed on a part-time basis replaced a 1949 order that set a minimum of 30 cents an hour for full-time messengers and delivery boys 17 to 18 years of age, of 50 cents for students over 17 employed part time, and lower rates for employees under 17.

The new order sets a minimum wage of 55 cents an hour for students under 17 years of age and of 65 cents for those over 17 years. As before, students who work less than two consecutive hours in any period of employment must receive at least two hours pay.

Persons engaged in full-time messenger and delivery work now come under the two general minimum wage orders. This means that in places with a population of over 5,000, full-time messengers and delivery boys who work 40 or more hours a week must be paid at least $26 a week if under 18 years of age, $30 if between 18 and 19 years of age and $34 if over 19 years. In the smaller centres, the corresponding minimum rates are $22, $26 and $30.

In the larger centres, messengers and delivery boys who are not students and who work less than 40 hours a week must be paid an hourly minimum of 65 cents, 75 cents or 85 cents, depending on the age group. In the rest of the province, the hourly minima are 10 cents less than those in the larger centres.

Cooks in Camps (Alta. Reg. 531/62)

The coverage of the special minimum wage and hours of work order for camps is unchanged. As formerly, it applies to cooks, cookees, bull cooks, flunkies, barn bosses and night watchmen in the lumber industry, in logging and tie camps, highway construction camps and day labourers' camps operating in rural districts more than 10 miles from any city or in towns or villages with fewer than 1,000 inhabitants.

The minimum wage payable to these employees has been increased from 65 cents to 75 cents an hour.

As before, employees in camps are permitted to work beyond the statutory limits, subject to certain conditions. They may work up to 10 hours in a day and up to

208 hours in a working month at straight-time rates. One and one-half the regular rate must be paid for time worked in excess of 10 in the day or 208 in a working month, whichever is greater.

There has been no change in the amounts that may be deducted from the minimum wage for board and lodging. The maximum weekly charge for board remains $4.50 for 21 meals and $4 for 18 meals. As before, an employer is forbidden to charge for meals not consumed. The maximum that an employer may charge an employee for a single meal is 25 cents. An employer must not charge more than $1.50 for a full weeks lodging or more than 25 cents per day for shorter periods.

Employees in camps are again permitted to accumulate rest days over a period of four months.

Geophysical Exploration Industry (Alta. Reg. 529/62)

The geophysical exploration industry order, as before, grants field employees in the geophysical exploration industry a conditional exemption from the hours of work provisions of the Act and from the overtime requirements of the general minimum wage order applicable to the smaller centres of the province.

It permits field employees in the geophysical exploration industry to work up to 208 hours in a working month at straight-time rates but requires the payment of time and one-half the regular rate for all hours worked in excess of 208 in a month.

In the first and last month of his employment an employee who has not worked 208 hours must be paid one and one-half his regular wages for all hours worked in excess of 9 in a day or 48 in a week, whichever is the greater amount.

As formerly, the order requires every employee to be given one day of rest for each period of six consecutive days of work, which may be accumulated up to a maximum of four days in every 24-hour period. Any accumulated days are to be consecutive and must be given immediately following the period of work for which they are allowed and at a time acceptable to both the employer and the employee.

The only employees excluded from the revised order are party chiefs, party managers and first computers. There are no limitations on the hours of these employees nor are they entitled to overtime. The previous order also exempted second computers and supervisory employees in charge of survey, drilling, recording and shooting parties.

Oil-Well Service Industry (Alta. Reg. 534/62)

The revised order for the oil-well service industry permits field employees to work up to 208 hours in a working month at straight-time rates and sets out overtime and weekly rest requirements similar to those in the geophysical exploration industry order described above.

The new order differs from the former order in that it does not exempt employees engaged in directional drilling, diamond coring, directional surveys, drill stem testing, fishing or mud sales and engineering. Previously, there were no restrictions on the hours of these employees and employers were not obliged to pay them overtime.

Land Surveying Industry (Alta. Reg. 532/62)

The revised order for the land surveying industry contains the same hours and overtime provisions as the former order but its coverage has been amended to bring it into line with that of the general minimum wage order for the smaller places. The order now applies to field employees in the land surveying industry in all parts of the province except places with a population of over 5,000. The former order applied outside the boundaries of Edmonton, Calgary, Lethbridge and Medicine Hat.

As has been indicated, the hours and overtime provisions are unchanged. Field employees in the land surveying industry are again permitted to work up to 208 hours in a month on a straight-time basis but must be paid one and one-half times the regular rate for time worked in excess of the monthly limit and for time worked on a rest-day. The premium rate is also payable after 48 hours in a week in the first and final months of employment.

As before, party chiefs and assistant party chiefs are exempted from the hours provisions of the Act and the overtime requirements of the general order applicable to smaller places, as well as from this order. This means that employers are not obliged to pay them overtime nor are they required to record the hours worked by these employees.

Insurance Agents and Securities Salesmen (Alta. Reg. 533/62)

The revised order for insurance agents and securities salesmen exempts the following classes of employees from the hours, weekly rest, minimum wage and overtime provisions of the Alberta Labour Act and from the provisions of orders issued under the Act: persons holding a certificate under

the Alberta Insurance Act permitting them to engage in the insurance business; adjusters employed by the Alberta Hail Insurance Board; licensed real estate salesmen; salesmen registered under the Securities Act; and salesmen registered under the Investment Contracts Act. All but the last group were listed in the previous order.

Service Station Industry (Alta. Reg. 530/62)

This new hours of work order for the automotive repair and gasoline service station industry permits garage mechanics and service station employees in Banff National Park, Jasper National Park and Waterton Lakes National Park to work up to 10 hours in a day and up to 60 hours in a six-day week during the period May 15 to September 30 in any year. The previous order, No. 11, 1948, applied only to garage mechanics and service station employees in Banff National Park.

Ontario Employment Agencies Act

New regulations under the Ontario Employment Agencies Act amending the classification of private employment agencies, with corresponding changes in the provisions dealing with maximum charges, licensing fees and security, were gazetted as O. Reg. 240/62 on October 6.

Regulations issued last year (L.G., Apr. 1961, p. 385) divided private employment agencies into two categories (1) Class A employment agencies, consisting of firms that that find persons for employment, receiving a fee from employers and (2) Class B agencies, which are permitted to charge job-seekers a fee for finding work for them.

Two additional classes of employment agencies are now recognized (1) Class C agencies, consisting of agencies that procure employment for sitters only and (2) Class D agencies, which secure work for homemakers (persons who perform housekeeping services, including cleaning) or for homemakers and sitters.

In line with this change, Class B agencies are now defined as agencies that find employment for persons other than sitters and homemakers.

The qualifications for operators of Class C or Class D agencies are the same as for persons holding Class A or Class B licences. Applicants must be at least 21 years of age and have a permanent place of business in Ontario.

The fees for the specialized agencies are lower than for Class A or Class B agencies. The annual licensing fee for a Class C agency is $25 and for a Class D agency, $50. The fee for a Class A or Class B agency remains $100.

As before, applicants are required to furnish security before being licensed. The security required for a Class A or Class B licence has been increased from $1,000 to $1,000 plus $500 for a second establishment and $250 for each additional place of business. A person applying for a Class C or Class D agency licence must furnish $100 security in respect of each place of business.

The maximum fee that a Class C employment agency may charge for procuring employment for a sitter is 15 per cent of the amount received by the sitter over a 30-day period. A Class D employment agency may not charge more than 10 per cent of the amount received by a homemaker or sitter during a period of four months. A Class C or Class D agency is expressly forbidden to make any other charges for placement services.

Quebec Minimum Wage Act

Two amendments to Order 3, 1962, the vacation order applicable to most employees in Quebec, were gazetted October 13. The amendments, which were approved by O.C. 1675, took effect from July 14, the same day as the revised order (L.G., Sept., p. 1056).

Previously, the order stated that an employee who had been given a vacation with pay of at least two weeks in the 12 months preceding the date of cancellation of his labour contract was not entitled to a vacation indemnity on termination of employment. An amendment makes it clear that this rule applies whether the employee has been granted his vacation in one two-week period or in two periods of one week each.

The provision requiring salesmen paid exclusively by commission who have worked at least three months for the one employer to be given a vacation indemnity equal to 2 per cent of net earnings after selling expenses have been deducted was amended to place a limit on deductions for expenses. The maximum that may now be deducted for selling expenses is one-third of the total of commissions received. As before, the maximum indemnity an employer is required to pay to such a salesman is 2 per cent of $1,000 of commission per month or $12,000 for 12 months.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance at September 28 almost same as at end of August but 16 per cent below year-earlier figure, statistics* show

Claimants for unemployment insurance benefit numbered 197,800 on September 28. This figure was almost the same as last month's total, but was 32,000, or about 16 per cent, below that of September last year.

About 70 per cent of the persons on continuous claim for less than five weeks on September 28 were men. This was the same proportion as on August 31, but on September 29, 1961, the proportion was nearly 75 per cent. Of the longer-term claimants, 60 per cent were men and 40 per cent women, which distribution was about the same as on each of the earlier dates.

Initial and Renewal Claims

Initial and renewal claims filed in September numbered 98,300, which was the same as in August but 24,000, or nearly 20 per cent, below the total of September 1961.

Of the total in September this year, 93,300, or 95 per cent, were estimated to be separations from employment during the month. During August, 91,800, or 93 per cent of the total of 98,800, were estimated to be new cases of insured unemployment.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in September was estimated at 142,600, compared with 157,100 in August, and 173,200 in September 1961.

Payments during the month amounted to $12,700,000, compared with $15,900,000 in August and $16,100,000 in September last year.

The average weekly payment was $23.36 in September, $22.97 in August, and $23.22 in September 1961.

*See Tables E-1 to E-4, p. 1429.

Insurance Registrations

Reports for September showed that insurance books or contribution cards had been issued to 4,666,659 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

At September 30, registered employers numbered 337,305, a decrease of 425 since August 31.

Enforcement Statistics

During September, 9,060 investigations were conducted by enforcement officers. Of these, 6,000 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 161 were miscellaneous investigations. The remaining 2,899 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 166 cases, 63 against employers and 103 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,158.*

*These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled $28,446,807.50, compared with $30,483,837.79 in August and $27,731,622.92 in September 1961.

Benefits paid in September totalled $12,664,200.98, compared with $15,878,046.40 in August and $16,082,314.72 in September 1961.

The balance in the Unemployment Insurance Fund on September 30 was $75,616,370.94; on August 31 it was $59,833,764.42 and on September 30, 1961 it was $142,495,378.69.

Monthly Report on Operations of the National Employment Service

Indications that 1962 would be a record year in employment service operations have been confirmed even before the end of the year. Placements effected to the end of October were higher than the annual total of any year since 1945.

This continued expansion in volume reflects the upward trend in numbers employed, as well as the intensification of job-finding activity that was initiated in local offices in 1957.

Visits to employers have been decreasing in number in recent months, however. After five consecutive years of increase, the number of promotional visits to employers appears to be stabilizing at a slightly lower level than in 1961, although remaining higher than in previous years.

Despite this slight reduction in promotional activity, vacancies notified to local offices are continuing to increase. Up to the end of October, some 1,326,000 vacancies had been notified in 1962, an increase of 22.3 per cent over the same period last year, and higher than the corresponding periods in any previous year since 1947.

Regionally, vacancies notified up to October 1962, with percentage changes from last year, were as follows:

Atlantic	93,000	+ 8.4
Quebec	370,000	+28.0
Ontario	482,000	+30.2
Prairie	236,000	+13.5
Pacific	145,000	+10.6

Local offices continued to effect more placements on their vacancies received, by speeding up their referral activity and thereby reducing the number of cancellations. The result has been the high volume of placements already mentioned. Up to the end of October, some 1,130,000 placements were made, 22.2 per cent more than in the corresponding period in 1961, and 42.1 per cent more than in the same period in 1960.

The largest increases in placements occurred in the Ontario region, where there were more than 400,000 placements in the first ten months of 1962, an increase of 29.3 per cent over last year. The Quebec region followed closely with slightly less than 310,000 placements, up over last year by 25.9 per cent. The other three regions also recorded increases.

Regular placements during the first ten months of 1962 amounted to some 752,000, a total 19.1 per cent higher than that last year. Placements of workers in casual employment totalled some 312,000, up from last year by 26.7 per cent.

In addition, some 66,000 placements were effected through clearance, which involves the finding of jobs for workers in other than their own local office areas; this was a substantial 40.0 per cent higher than in 1961.

Special services operations have also shared in this growth. During the first nine months of 1962, placements of handicapped increased by 17.5 per cent and executive and professional placements by 14.8 per cent. There was a 30.5-per-cent increase in the number of claimants directed to vocational training.

Results of a pension plan survey carried out as at November 1, 1960 by the Dominion Bureau of Statistics were released last month.

The survey, covering 8,920 plans, including underwritten as well as insured pension plans, showed there were 2,673,000 employees of employers who had a pension plan in effect for their workers. This number constituted 50 per cent of the non-agricultural labour force.

The plans had 1,815,000 members, representing 34 per cent of the labour force.

In 1960, employees contributed $335,000,000, and the employers, $467,000,000.

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Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2049, September 10, 1962

Summary of the Main Facts: On October 4, 1962, the claimant made a renewal application for benefit, stating he had last been employed as a machinist from September 13 to October 3, 1961 at a wage of $1.85 an hour, and had been laid off due to a shortage of work. The claim was allowed.

According to the record, a new benefit period was established, effective from November 26, 1961, immediately following the expiration of the entitlement against which he had filed his renewal claim of October 4. No employment after October 3, 1961 had been reported by him.

On January 11, 1962, the claimant was notified of a vacancy for a machinist. The hours of work would be eight a day and 44 a week. Wages were to be arranged with the employer within the prevailing rates in the area, from $1.50 to $2.00 an hour.

On January 19, the local office reported that the employer had stated the job had been offered to the claimant, who said he would first contact his last employer to see if and when he would be recalled. The claimant did not return to the prospective employer or give indication whether or not he would accept the work offered.

The claimant, who had been asked to give reason for his failure to accept the employment offered, wrote on January 24 as follows:

> I was referred to the [prospective employer] for a vacancy for machinist 11 Jan. 1962. The employer said that if I started work for him I would receive $1.50 an hour. I told him there was a possibility of my being recalled by my former employer . . . and that I would return. He stated that, in that event, I would be of no use to him. That was the end of the interview.

The insurance officer notified the claimant on January 30 that he was disqualified from benefit from January 14 to February 24, in accordance with Section 59 (1) (a) of the Act on the basis that he had, without good cause, failed to accept a situation in suitable employment that had been offered to him. The insurance officer notified the claimant also that, in restricting his employment to that with his former employer, he had failed to prove that he was available for work as required by Section 54 (2) (a) of the Act.

The claimant appealed to the board of referees on February 22. He stated he was not offered the job by the prospective employer and, therefore, had not failed to accept the situation. He also stated he was capable of and available for work, and was not restricting his employability to work with his former employer.

The hearing of the board of referees, on March 22, was attended by the claimant and the business agent of his union. The claimant repeated that he was not offered the job by the prospective employer and was not restricting his work to his former employer, as he had accepted other jobs offered through the local office. The representative stated the claimant would have lost his seniority with his former employer, had he accepted the work offered.

By a majority decision, the board held that the claimant had failed, without good cause, to accept an offer of suitable employment, but unanimously found that he was available for work on January 14 and subsequently. The dissenting member expressed his opinion in these words:

> There is no evidence that [the prospective employer] actually offered the claimant employment. In my opinion, it was only being fair with a prospective employer, when asked about his former employer . . . that the claimant said there was a possibility of being recalled and if such occurred, he would return to [his former employer]. Also, the claimant has accepted other short-time jobs while being on layoff previously.
>
> Therefore, my conclusions are that claimant did not fail to accept suitable employment with [the prospective employer], referred to him on 11 Jan. 1962.

The claimant appealed to the Umpire on May 7.

Considerations and Conclusions: The record shows that a situation was offered to the claimant on January 11, 1962, and that such situation was in suitable employment, in that it was in his usual occupation and at the prevailing rate of wages and conditions.

The record shows also that the claimant failed to accept the situation offered to him and that he failed to do so without good cause. Even if satisfactorily proven, which is not so, the fact that by accepting the employment in question, he would have lost his seniority with his previous employer cannot be regarded as a valid reason in the absence of definite evidence that his employer would have recalled him to work in the very near future.

I decide to dismiss the claimant's appeal.

Decision CUB 2057, October 12, 1962

Summary of the Main Facts: The claimant made an initial application for unemployment insurance benefit on January 24, 1962 at the Peterborough office of the Unemployment Insurance Commission and was registered for employment as a general office clerk. He stated he had been employed in Toronto as an office clerk at a salary of $210 a month, from October 1960 to October 28, 1961, when he was laid off. He stated also that "the office system was changed over to a new method and I was released." He added that he was capable of and available for work but had been unable to find employment. The claim was allowed.

According to the record, the local office on February 8 notified the claimant, by telephone, of an offer of continuing employment as a general office clerk with an insurance company in Peterborough at a salary of $2,400 to $2,500 a year, which was in accordance with the prevailing wage in the district for that type of work. The hours of work were 37½ a week, day work. When the employer was contacted on February 13 he intimated that the claimant had not reported at the appointed time of 11 a.m. that morning (February 13) for an interview.

A letter written by the claimant and received in the local office on February 21 reads:

> My intentions are to wait until spring and go back to Toronto where I can get a job with more money. The salary . . . stated is not enough, for I have bills to pay. I realize I should have phoned [the employer] sooner.
>
> I worked a full year on a salary of $210 a month and it was impossible to get by on. So $2,400 a year is going down, not up. I owe a lot of money and I need the $26 to pay them.

On the evidence before him, the insurance officer disqualified the claimant and suspended benefit (a) from February 11 to March 24 inclusive, on the ground that the claimant, without good cause, had failed to apply for a situation in suitable employment, and (b) from February 11, on the ground that he was not available for work because of his statement that he intended "in possibly the near future to take employment in Toronto" (Sections 59 (1) (a) and 54 (2) (a) of the Act).

On March 8, the claimant appealed to the board of referees. His appeal reads:

> . . . In respect to the disqualification from February 11 to March 24, 1962, I believe I should not have been disqualified for the following reasons:
>
> The job mentioned in respect to the [insurance company] was employment in my usual occupation, but it was employment at a lower rate of earnings. At this time, I was also trying to obtain employment with another company. However, I did call the U.I. office on the afternoon of the day that I was to report to [that] office in respect to the job at [the insurance company].
>
> In respect to the indefinite suspension, my statement to the Commission was to the following effect. If I was unable to obtain employment at my usual earnings in Peterborough then I would go to Toronto to obtain employment. I cannot understand how this statement could possibly be construed as meaning that I am not available for work. On the contrary, I submit that this is one further indication of my availability for work . . .

Further written representations, signed by the claimant and his union representative were submitted to the board of referees. These representations read:

> . . . In respect to the referral to employment mentioned as Exhibit 1, there is a mistake where the employer's address is given as Toronto, when it is actually Peterborough.
>
> The position referred to is in his usual occupation, but it is at a lower rate of earnings, and with a work week of 37½ hours instead of the 35-hour week which he worked with his former employer.
>
> In respect to the local office comments, the conversation was indeed a short one, and was such that for the record [claimant] would not consider that full details of the position were given. [Claimant] understood that he was to see the unemployment insurance officer, not to have an interview with an employer.
>
> [Claimant] had been receiving $210 per month for a 35-hour week, which amounts to about $1.38 per hour. The wages at the [insurance company], if $2,500 per year on a 37½-hour week, would be $1.28 per hour, and if $2,400, would be about $1.23 per hour.
>
> In addition to this, [claimant] had one year's experience, which should enable him to obtain a higher salary than that which he received when he first started to work . . . Further to this, [claimant] expected a raise within three months if he had not been laid off.
>
> We submit that [claimant] was entitled to refuse employment at the [insurance company] for the following reasons:
>
> 1. Earnings would be at a lower rate.
> 2. The payment of either $1.23 or $1.28 per hour for this type of work is not the action of a good employer.
> 3. The conditions of work of the two groups of office workers who have agreements with employers are more favourable than is the case at [the insurance company].
>
> In respect to the indefinite suspension of [claimant], it is clear, [when] reading the letter in its full context, that [he] was stating that the suggested wages were not sufficient.
>
> For these reasons we believe that [claimant] has been unjustly suspended from receiving benefits, both for the definite and indefinite periods . . .

The majority decision of the board of referees, which heard the case on April 5, reads:

> . . . The claimant and his representative . . . appeared at the hearing and presented [a] brief on behalf of the claimant. It was stressed by both . . . that they were not interested in accepting employment at a lower rate than previously obtained, and that no reference had been made to the appointment with the employer. Claimant stated he was of the opinion that he had to see the employment officer of

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the UIC on February 8, 1962, and was not sure that he had to meet the employer. However, he does state that he did call the UIC office on the afternoon of the day he was to report to the UIC office in respect to the job at [the insurance company] and that he had, according to the office, failed to keep the appointment and had shown lack of interest in obtaining employment. Being questioned regarding the claimant's letter of February 21, 1962, he stated that while his intentions were to wait until spring and go back to Toronto, he meant this to mean in the event he did not find employment in Peterborough . . .

It is the majority opinion of the board that the claimant was not interested in the employment offer for the reason that it was at a slightly lower rate than he had previously been enjoying, and would bear out his intentions of waiting until spring, at which time he would return to Toronto; yet the claimant has not presented any proof that he had a job to go to in Toronto and, for these reasons, it is the majority decision of the board that the claimant failed to show good cause for failing to apply for a situation which is considered suitable employment with the [insurance company], also, the claimant has failed to prove that he was available for work on February 11, 1962, and subsequently . . .

Both decisions of the insurance officer are upheld and the appeal disallowed.

The dissenting member of the board stated:

In my opinion, the claimant should not have been refused benefits because there was no violation of Sections 59 (1) (a) and 54 (2) (a) of the Unemployment Insurance Act. Section 54 (2) (a) of the Unemployment Insurance Act states that the claimant must be capable and available for work (he was—in fact, was seeking employment at the time the referral appointment was to take place). However, due to a misunderstanding between the claimant and the unemployment insurance officer as to where the interview was to take place, he phoned the officer and was informed that he was too late as [the officer] had already sent in his report.

With regard to Section 59 (1) (a), it is my contention that the claimant did not refuse to apply for a situation offered to him . . .

It is requested that the insurance officer's decision be reversed and the appeal allowed.

The claimant appealed to the Umpire on May 30 and said:

It is my position that there can be no doubt that I was available for work, because I offered to go right that day to see [the insurance company] and was too late, as I had been put down as cut off unemployment insurance. I was available (Feb. 11) because I was talking to the man in the employment office that same day. I had been out looking for work, and because I was late for the 11 o'clock appointment, was told there was no use going in the afternoon for I was already cut off my claim. So got no chance to see [insurance company] man. The job is not suitable employment under the Act. It was a job at less pay, and wages paid is not the action of a good employer, and conditions [were] less favourable than those observed by agreements. The letter referred to as Exhibit 2 was not interpreted properly by board of referees. This letter sent April 24 was mislaid. I never got it till this week.

Mr. ....., MP, on May 19 wrote to the Umpire, indicating that, in his opinion, the claimant had been the victim of a series of misunderstandings, and that he felt the case was that of a man who had not willingly violated the rules.

The claimant requested an oral hearing before the Umpire, which was held in Toronto on September 27. The claimant and his union representative attended the hearing. The UIC was represented by its legal adviser and a regional claims officer.

Considerations and Conclusions: So far as is relevant, Section 59 (2) (b) of the Act reads:

For the purpose of this section . . . employment is not suitable employment for a claimant if it is . . . (b) employment in his usual occupation either at a lower rate of earnings or on conditions less favourable than those observed by agreement between employers and employees, or in the absence of any such agreement, than those recognized by good employers . . .

The evidence adduced by, or on behalf of the claimant in order to prove that the employment of which he was notified on February 8, 1962 was not suitable, in that it was at a lower rate of earnings and on conditions less favourable than those which prevailed in Peterborough for the same kind of employment, is not sufficient.

In the instant case, the placement officer stated, in effect, that the prevailing rate of wages paid by good employers to general office clerks in the Peterborough area was from $200 to $208.33 a month for a working week of 37½ hours, and the claimant has adduced no convincing evidence that the employer was not a good employer, nor has he proved in any way that the conditions of employment at that employer's were less favourable than those recognized by good employers. Consequently, the employment of which the claimant was notified was suitable within the meaning, purpose and intent of Section 59 (2) (b) of the Act.

According to the evidence adduced, the chief reasons the claimant gave for having failed to apply for the position at the appointed time are:

a. that it was employment at a lower rate of earnings than he had previously received;

b. that he was "also trying to obtain employment with another company";

c. that he called the local office on the day he was to report "to the unemployment insurance office in respect to the job";

d. that he did not consider "that full details of the position were given";

e. that he "understood that he was to see the unemployment insurance officer, not to have an interview with an employer," and

f. that "the conditions of work of the two groups of office workers who have agreements with employers" in Peterborough were more favourable than at the prospective employer's.

Reasons (a) and (f) have been answered above. I shall add, however, that in cases where the employment offered is in a claimant's usual occupation, the fact that it happened to be at a lower rate of earnings than that which he habitually obtained is immaterial, provided it is at the prevailing rate, and that the prevailing rate of wages is not necessarily that which is "observed by agreement between employers and employees," particularly when, [as] in this case, the employer concerned is not a party to any such agreement. As stated by the Umpire in CUB 1331:

> The rate of earnings recognized by good employers, as stipulated in Section 59 of the Act, does not necessarily mean union rates. It means the prevailing rate of pay in the district, which is usually determined in any given occupation by taking the average wage rate paid in a cross section of industry.

And in CUB 1331A:

> As shown by the transcript of the evidence, it was argued on behalf of the claimant that the law as it stands makes no mention of prevailing rates of earnings but simply of rates of earnings observed by agreement between employers and employees, and, failing such agreement, by good employers. In the eyes of the union official, the inference is that when there exist agreements in the district between employers and employees on rates of pay or working conditions, employment on terms other than those laid down in such agreements must necessarily be unsuitable. Such an argument could prevail only where, as sometimes occurs, a general agreement covering a certain class of work prevails throughout a district.
>
> To say that an offer of employment is unsuitable merely because its terms are other than those recognized by a selective group of agreements in the district would be in effect to add a new and very far-reaching interpretation to that so far given to Section 59 (2) (b). It would mean, in effect, a complete disregard of the interest of employers who are not parties to them and of the public at large.
>
> The provision relating to suitable employment in terms of wages and working conditions has not varied in language since the inception of the Act, and it has been constantly held by my predecessors that the reference to earnings in that provision meant the prevailing rate or average rate in the district.

Claimant's reason designated as (b) was no excuse in the absence of irrefutable evidence that he had a definite prospect of other employment and that, at the time he was called by the placement officer, he had already made irrevocable arrangements to be interviewed by the other employer. It would appear that, under the circumstances, the logical thing to have done was to inform the placement officer of those arrangements, and seek his advice.

It would seem that reasons (c) and (e) could be accepted as a valid excuse if the claimant had proved that a legitimate "misunderstanding" occurred. However, this he has not done, because if it is true "he understood he was to see the unemployment insurance officer," he has not explained in any satisfactory manner why he did not go to see him at the appointed time, viz., 11 a.m., but instead, chose to call him only in the afternoon.

Regarding reason (d), the claimant has failed to adduce evidence to refute the following comments of the local office:

> On February 8, 1962, applicant was contacted by telephone and full details of position given. Applicant agreed to interview and this was arranged with the employer. On contacting employer, was informed applicant failed to report for interview at the appointed time and date, 11 a.m., February 13, 1962.

In view of the foregoing, I consider that the employment of which the claimant was notified on February 8, 1962, was suitable and that he has, without good cause, failed to apply for that employment. I consequently decide to maintain the disqualification which was imposed by the insurance officer under Section 59 of the Act.

As to the question of the claimant's availability for work, his statement dated February 21, 1962 is definitely to the effect that he did not wish to work "until spring," and I feel his subsequent explanations do not materially alter the import of that statement. As the claimant has also failed to apply for this employment, which is considered suitable under the Act, I have no justifiable reason to disturb the majority decision of the board of referees on the question of his availability.

I consequently decide to dismiss the claimant's appeal.

NLRB Orders Parent Firm to Pay Laid-off Employees of Subsidiary

The United States National Labor Relations Board in October ordered a parent company to assume back pay and other obligations to employees who lost their jobs when the plant of a subsidiary company was liquidated to avoid dealing with a union. About 500 employees were affected by the shutdown.

The Board found that Deering, Milliken, Inc., the parent company, and its affiliates constituted a single employer for the purposes of the National Labor Relations Act.

The Board ordered the parent company to pay discharged employees who were on the payroll at the time of the liquidation until they are able to obtain "substantially equivalent employment."

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during October

Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 171 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 131 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 142 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Public Works, and the Post Office Department.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	154	$590,222.00
Post Office	19	231,797.20
Royal Canadian Mounted Police	8	11,201.91

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein, and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of $11,761.25 was collected from 16 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 335 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

near Avonlea Sask: Acorn Construction Ltd, construction of Avonlea Dam. *near Redvers Sask:* Harris Construction Co Ltd, construction of Redvers Dam on Lightning Creek.

Atomic Energy of Canada Limited

Chalk River Ont: Edward Biederman, exterior painting of various bldgs; J C Sulpher Construction Ltd, masonry work, 2nd north extension, Metallurgy Bldg; Bedard-Girard Ltd, electrical installation, 2nd north extension, Metallurgy Bldg. *Whiteshell Man:* Drake Construction Co Ltd, excavation, Whiteshell Reactor.

Central Mortgage and Housing Corporation

Montreal Que: Beaver Asphalt Paving Co, asphalt paving & site improvement, Pie IX Blvd Apartments. *Petawawa Ont:* Conniston Construction Co Ltd, replacement of trees & shrubs, repairs to concrete walks (DND 13/58 Phase 11). *Sudbury Ont:* Dell Construction Co Ltd, construction of 88 housing units, site works & improvements (FP 2/58). *Windsor Ont:* McIntosh Paving Co Ltd, construction of parking lot, walks & curbs (FP 5/59). *Pinawa Man:* Drake Construction Co Ltd, construction of 126 housing units (Job 25); Louis Ducharme & Associates Ltd, construction of primary school (Job 27). *Shilo Man:* J H From Landscape Gardners Ltd, sodding of 35 lots for 198 housing units (DND 4/61).

In addition, this Corporation awarded 10 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Bersimis Indian Agency Que: Georges Deschesnes, alterations & additions to Agency Office. *Nipissing Indian Agency Ont:* F Lafreniere, construction of road, Nipissing IR No 10. *Edmonton Indian Agency Alta:* Ferdinand Erhard Plumbing & Gasfitting, installation of plumbing facilities in eight homes, Stony Plain IR; Armbruster Lumber Ltd, construction of two houses, Stony Plain IR. *Stony-Sarcee Indian Agency Alta:* George William Construction Ltd, road repairs, Sunchild & O'Chiese IR.

Defence Construction (1951) Limited

Summerside P E I: Rosco Metal Products Ltd, roof repairs, Hangar 9, RCAF Station. *Dartmouth N S:* Raymond Marcil, exterior repairs to "E" Block, RCN Air Station *Shearwater;* R E White, interior & exterior repairs to Bldg D67, HMCS *Shearwater;*

Malach Roofing & Flooring Ltd, renovations to Hangar No 4, RCN Air Station *Shearwater. Halifax N S:* Canadian Comstock Co Ltd, relocation of steam line, HMC Dockyard. *Chatham N B:* Modern Construction Ltd, construction of hangar & personnel accommodation bldgs, RCAF Station. *Bagotville Que:* Pic Construction Co Ltd, construction of engine test cell & run-up pad, RCAF Station; Conniston Construction Co Ltd, landscaping of runways, RCAF Station. *St Hubert Que:* Walsh-Canadian Construction Co Ltd, installation of water supply main from Town of St Hubert to RCAF Station. *St Jean Que:* Desourdy Freres Ltee, installation of steam distribution system, RCAF Station; Walsh-Canadian Construction Co Ltd, supply & erection of security fence. *Arnprior Ont:* Delphis Cote Ltd, re-roofing of hangar. *Downsview Ont:* Miller Paving Ltd, reconstruction & resurfacing sections of Sheppard Ave, RCAF Station. *North Bay Ont:* Hill-Clark-Francis Ltd, construction of engine run-up pad, test cell & connecting taxiway, RCAF Station. *Uplands Ont:* M J Sulphur & Sons Ltd, construction of engine run-up pad, test cell & connecting taxiway, RCAF Station. *Cold Lake Alta:* Fraser & Rice Construction Ltd, addition to water distribution system, RCAF Station. *Patricia Bay (Esquimalt) B C:* G H Wheaton Ltd, renovations to galley in Bldg No 11. *Sea Island B C:* McPhail's Construction Co Ltd, construction of helicopter hardstand, RCAF Station. *Various locations:* Two contracts in the restricted category.

Building and Maintenance

Goose Bay (Labr) Nfld: Pitts-Drake, surface treatment of Hamilton River Road, RCAF Station. *Farnham Que:* Byers Construction Co Ltd, repair of fire damages, Bldg 4, Camp. *St Hubert Que:* Miron Co Ltd, repairs to taxiway, RCAF Station. *St Jean Que:* Morin & Plante Co Ltd, re-roofing of Academic Bldg No 109, RCAF Station. *Rockcliffe Ont:* Beaver Construction Co, replacement of water main, RCAF Station. *Namao Alta:* Federal Joint Sealing Co of Canada Ltd, crack sealing of runways.

Department of Defence Production

Summerside P E I: Morrison & McRae Ltd, repairs to aerodrome pavement, RCAF Station. *Bedford N S:* Chipman Chemicals Ltd, brush control of perimeter fire break, DND (Navy) property, RCN Magazines. *Cornwallis N S:* A L Parelman Ltd, renewal of asphalt roofing shingles, Bldgs Nos 18 & 37, HMCS *Cornwallis. Halifax N S:* Ralph Connor Co Ltd, replacement of floor covering, Sick Bay Wing, Bldg No S-25, Canadian Forces Hospital, HMCS *Stadacona. Newport N S:* E J Ludford Line Construction Ltd, replacement of antenna poles, Naval Radio Station. *Shearwater N S:* R E White, exterior & interior repairs to Bldg No 27, Leading Seaman's Club, RCN Air Station. *Moncton N B:* Jack Bradley (Maritimes) Ltd, repairs to steam distribution system, Moncton Barracks. *LaSalle Que:* Efficiency Maintenance & Construction Ltd, weatherproofing of exterior walls, Bldgs 6 & 8, Naval Supply Depot. *Montreal Que:* Roger Bisson Inc, installation of water service connections at Army Depot, 405 Chabanel St West. *Gloucester Ont:* A Lanctot Construction Co Ltd, repairs to chapel, HMCS *Gloucester. Picton Ont:* Lester L Munday, construction of national survival training facilities. *Rivers Man:* Relf Plumbing & Heating Ltd, repairs to brick chimneys & installation of aluminum inner lines on 50 PMQs at CJATC Camp. *Cold Lake Alta:* "Tony" Construction Co, repainting exterior of hangars, RCAF Station. *Ralston Alta:* Belfast Plumbing Ltd, installation of 50 furnaces at Suffield Experimental Station.

In addition, this Department awarded 32 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded one contract containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: J G Fitzpatrick Ltd, construction of maintenance bldg, Section 2, Champlain Bridge. *Three Rivers Que:* Regional Asphalt Ltd, laying bituminous concrete pavement at Section 20. *Vancouver B C:* Biely Construction Co Ltd, construction of Heatley Ave overpass.

Department of National Revenue

Campobello N B: Clinton Drake, construction of Customs-Excise Office Bldg.

Department of Northern Affairs and National Resources

Wood Buffalo Park Alta: Taylor Tile Ltd, application of epoxy resin finish, Buffalo Abattoir, Hay Camp. *Enterprise N W T:* Tim's Garage Ltd, construction of roads.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

Post Office Department

This Department awarded 44 contracts containing the General Fair Wages Clause.

Department of Public Works

Catalina Nfld: Goodyear Paving Ltd, wharf approach repairs (paving). *St John's Nfld:* McNamara Construction of Newfoundland Ltd, harbour improvements (road works); Newfoundland Engineering & Construction Co Ltd, alterations to Bldg 223, Fort Pepperrell; Benson Builders Ltd, alterations to Bldg 302, Fort Pepperrell; Benson Builders Ltd, alterations to Bldg 303, Fort Pepperrell; Coast to Coast Painters Ltd, alterations to Bldg 301, Fort Pepperrell; Coast to Coast Painters Ltd, alterations to Bldg 102, Fort Pepperrell. *Charlottetown P E I:* Norman L MacLean, construction of steel sheet pile wall for Department of Fisheries. *Panmure Island P E I:* Eastern (PEI) Contractors, construction of landing. *Port Borden P E I:* Curran & Briggs Ltd, widening approach road to ferry terminal. *Prince Edward Island National Park P E I:* L E Wellner Jr, repairs to bents 15 to 20, Covehead Inlet Bridge. *Battery Point N S:* Colin R MacDonald Ltd, breakwater repairs. *Lunenburg N S:* McNamara Marine Ltd, harbour improvements. *Pictou Landing N S:* R A Douglas Ltd, wharf repairs. *Gagetown N B:* Atlas Construction Co Ltd, construction of dormitories, kitchen & mess hall for Blue Mountain Correctional Work Camp. *Anse-aux-Basques Que:* Lucien Tremblay, repairs to concrete wall. *Cap Chat Que:* Theodose Pelletier, wharf repairs. *Champlain Que:* Marautier Construction Inc, repairs to wharf. *Hudson Que:* Gray & Gareau, repairs to breakwater. *Ile Verte Que:* Pierre Belzile, wharf repairs. *Lauzon Que:* Theriault & Beland Inc, reconstruction of Elevator Bldg, Champlain Dry Dock. *Magog Que:* J M Jeanson Ltee, construction of federal bldg. *Marsoui Que:* Julien Pelletier, wharf repairs. *Montreal Que:* J M Cote, alterations to Postal Terminal Bldg, 715 Windsor St. *Nicolet Que:* Frederic Roy Enrg, construction of protection wall. *Old Harry M I Que:* La Cie de Construction Arseneau, breakwater repairs. *Petit Pabos Que:* Napoleon Langelier, construction of slipway & hauling plant. *Roxboro Que:* Auguste Lessard Construction Ltee, construction of post office. *St Donat Que:* Philippe Morin, construction of post office. *St Maurice de l'Echourie Que:* J Onias Element, wharf repairs. *St Vincent de Paul Que:* Secant Construction Co, reconstruction of penitentiary (Phase 2). *Kingsville Ont:* J S Thornton, repairs to west pier (concrete deck slab). *Ottawa Ont:* T P Crawford Ltd, roof repairs to Centre Block, Parliament Bldgs; Beaudoin Construction Ltd, pointing repairs & vapour barrier, Lorne Bldg. *Severn Bridge Ont:* Bailey Construction Co Ltd, wharf replacement. *Sudbury Ont:* A Buttazzoni & Son Ltd, interior & exterior repairs to federal bldg. *Toronto Ont:* Sturgeons Ltd, waterproofing basement floor, Mackenzie Bldg, 36 Adelaide St E; H C Barker & Son, installation of overhead doors in city delivery bldg, Post Office Dept. *Climax Sask:* Knutson Construction Co Ltd, construction of post office. *Yellowknife N W T:* O I Johnson Construction Ltd, construction of Assay Office; O I Johnson Construction Ltd, alterations & additions to Health Centre.

In addition, this Department awarded 53 contracts containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Wawa area Ont: Ellwood Robinson Ltd, construction of trunk sewer & sewage lagoon.

The St. Lawrence Seaway Authority

Cote Ste Catherine Que: Conniston Construction Co Ltd, landscaping (1962) Cote Ste Catherine Lock. *St Catharines Ont:* Curran & Briggs, Ltd, channel improvement & slope stabilization, Locks 3 to 4, Welland Canal. *Thorold Ont:* The Aquamulch Seeding Co Ltd, seeding of Marlatt's Pond, Welland Canal.

Department of Transport

St John's (Torbay) Nfld: Universal Electric, installation of condenser discharge lights on runway 11 & replacement of ILS control cables. *Halifax N S:* Universal Electric, installation of transmissometer & daylight ceilometer, International Airport; M L Thomas

& Sons Landscaping, draining & stabilizing glide path bldg area, International Airport; Graeme A Stuart, revision of International baggage handling facilities & related work, International Air Terminal Bldg. *Chapais* (*Chibougamau*) *Que:* The Tower Co (1961) Ltd, construction of meteorological observing station. *Montreal Que:* La Compagnie Meloche Inc, construction of access road to AASR site, International Airport. *Trois Rivieres Que:* Arno Electric Reg'd, installation of lighting on approaches 05 & 23. *Acton Ont:* Welcon Ltd, construction of monitoring station bldg & related works. *Fort William Ont:* Claydon Co Ltd, construction of maintenance garage, fire hall addition & related work. *Malton Ont:* Steed & Evans Ltd, site services (Phase 2), Toronto International Airport. *Nobleton Ont:* W A Stephenson & Sons Ltd, construction of VOR (Tacan) Bldg. *North Bay Ont:* Universal Electric, installation of transmissometer, ceilometer & anemometer, Airport. *Parry Sound Ont:* J M Fuller Ltd, construction of marine radio beacon (emergency powerhouse). *near Peterborough Ont:* M J Finn Construction Ltd, construction of watch house & washroom facilities at Lock 27, Trent Canal. *Stirling Ont:* J M Fuller Ltd, modification to VOR bldg for installation of Tacan. *Trenton, Campbellford, Hastings & Peterborough Ont:* Clair L Irwin, construction of nine watch houses at Locks 1, 2, 3, 4, 10, 12 & 18 and Bridges 21 & 61 on Trent Canal. *near Washago Ont:* Stellmar Contracting Co Ltd, restoration of concrete, Lock 42 on Trent Canal. *Wiarton Ont:* J M Fuller Ltd, modification to VOR bldg for installation of Tacan. *Windsor Ont:* D'Amore Construction (Windsor) Ltd, installation of concrete pipe, Airport. *Winnipeg Man:* Schumacher-MacKenzie (1961) Ltd, construction of car park & entrance road lighting, International Airport. *Alert Bay B C:* Jancowski Logging & Construction Co Ltd, clearing & fencing. *Victoria B C:* Sorensen Construction Co Ltd, construction of air terminal bldg & air traffic control tower, International Airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, November 1962

The consumer price index (1949=100) rose 0.3 per cent from 131.5 to 131.9 between October and November. The November index was 1.7 per cent above the November 1961 index of 129.7.*

Higher indexes for food, housing, clothing, transportation, and recreation and reading offset lower indexes for health and personal care, and tobacco and alcohol.

The food index increased 0.4 per cent from 127.2 to 127.7. Higher prices were reported for bread, other cereal products, sugar, fats, oranges, bananas, tomatoes, lettuce, celery, some canned fruits and vegetables, ham and turkey. Most beef and pork prices were lower, as were prices for eggs, grapefruit, coffee, apples and most domestically grown fresh vegetables.

The housing index rose 0.1 per cent from 135.4 to 135.6 as both the shelter and household operation components were higher. In shelter, rents were unchanged but the home-ownership index was higher. In household operation, prices were higher for fuel, textiles, utensils and equipment, but declined for floor coverings and household supplies.

The clothing index increased 0.3 per cent from 115.6 to 116.0 as higher prices for men's wear, particularly overcoats, footwear and piece goods outweighed price declines for women's and children's wear.

The transportation index increased 0.5 per cent from 139.9 to 140.6 as a result of upward movements in the travel and automobile operation components. In travel, some price increases in air travel between Canada and the United States moved the index. In automobile operation, gasoline prices showed further declines but these were offset by higher initial prices for 1963 model cars than those of 1962 models, priced in September. Prices of 1963 cars were, however, 1.1 per cent below introductory prices of models a year ago.

The health and personal care index declined 0.1 per cent from 160.0 to 159.8. Lower prices for a number of pharmaceuticals moved the health care component lower and more than balanced fractionally higher prices for personal care items, including men's haircuts and women's hairdressing.

The recreation and reading index rose 0.3 per cent from 147.8 to 148.2 as the reading component was unchanged but the

* *See* Table F-1, p. 1432.

recreation component increased, reflecting higher prices for theatre admissions, camera film, bicycles and sports equipment.

The tobacco and alcohol index declined 0.2 per cent from 118.0 to 117.8. Alcohol prices were unchanged but cigarette prices were lower.

City Consumer Price Indexes, October 1962

Consumer price indexes (1949=100) between September and October* rose in five of the ten regional cities, declined in four, and remained unchanged in Vancouver.

Indexes for Toronto, Winnipeg and Edmonton-Calgary were up 0.2 per cent and those for Montreal and Ottawa up 0.5 per cent. Decreases ranged from 0.1 per cent in Halifax to 0.6 per cent in Saint John.

Food indexes fell in all cities except Ottawa, where a rise of 0.3 per cent was recorded; the declines ranged from 0.2 per cent in Toronto to 1.8 per cent in Saint John. There were six higher indexes for housing, three lower, and one unchanged. Clothing indexes rose in eight cities and fell in two. The only changes in the transportation indexes were declines in the two Ontario cities. Two of the indexes for health and personal care were unchanged but in the other eight they increased. The recreation and reading indexes were lower in three cities and higher in the other seven. Tobacco and alcohol indexes were unchanged in all cities.

Percentage changes in the regional indexes between September and October were: Montreal +0.5, Ottawa +0.5, Toronto +0.2, Edmonton-Calgary +0.2, Winnipeg +0.2, Saint John —0.6, St. John's —0.3, Saskatoon-Regina —0.2, and Halifax —0.1.

Point changes between September and October in the regional consumer price index were: Montreal +0.6 to 131.3, Ottawa +0.6 to 132.1, Toronto +0.3 to 133.1, Edmonton-Calgary +0.3 to 126.9, Winnipeg +0.2 to 129.5, Saint John —0.8 to 131.4, St. John's —0.4 to 118.1†, Saskatoon-Regina —0.2 to 127.9, and Halifax —0.1 to 130.8. Vancouver remained unchanged at 130.2.

Wholesale Price Index, October 1962

The general wholesale index (1935-39=100) eased down in October to 241.6, which was 0.1 per cent lower than the September index of 241.8 but 2.7 per cent above the September 1961 index of 235.3.

Three major group indexes were lower and three higher in October. The remaining two major group indexes, iron products and non-metallic mineral products, were unchanged at 255.7 and 190.6, respectively.

The chemical products group index declined 0.5 per cent to 190.1 from 191.1, the vegetable products group index dropped 0.3 per cent to 210.1 from 210.8, and the wood products group index eased lower from 319.1 to 319.0.

The non-ferrous metals products group index rose 0.4 per cent to 194.4 from 193.6. Two major group indexes were negligibly higher: animal products to 269.4 from 269.3, and textile products to 243.2 from 243.1.

The index of Canadian farm products prices (1935-39=100) at terminal markets moved down 1.9 per cent, from 234.1 to 229.7, in the four-week period ended October 26. The animal products index declined 2.8 per cent and the field products index eased 0.2 per cent.

The residential building materials price index (1935-39=100) edged down to 296.1 from 296.9 between September and October. On the base 1949=100 it moved to 129.9 from 130.2.

The non-residential building materials price index (1949=100) was unchanged at 132.1.

U.S. Consumer Price Index, October 1962

For the first time since last December, the United States consumer price index (1957-59=100) has declined. It dropped slightly, by 0.1 per cent, between mid-September and mid-October, easing from a record 106.1 to 106.0. The October index was 1.3 per cent above that for October 1961.

The decline is attributed primarily to lower meat prices. It was an increase in meat prices that was mainly responsible for the 0.6 per-cent increase, the largest monthly jump in more than four years, in the previous month.

British Index of Retail Prices, September 1962

For the third successive month, the British Index of retail prices (Jan. 16, 1962=100) has dropped. Between mid-August and mid-September it declined slightly, by 0.1 per cent, from 101.6 to 101.5. On the base Jan. 17, 1956=100, the drop was from 119.4 to 119.3; on this base, the index for September 1961 was 115.5.

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* *See* Table F-2, p. 1432.

† On base June 1951=100.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 170

Automation

1. QUINN, FRANCIS X., ed. *The Ethical Aftermath of Automation.* Westminster, Md., Newman Press, 1962. Pp. 270.

Includes talks delivered by experts on automation from government, industry, education, labour and management at a seminar held at Woodstock College, Woodstock, Maryland, in August 1961.

2. DEGROAT, GEORGE H. *Metalworking Automation.* New York, McGraw-Hill, 1962. Pp. 332.

Demonstrates that small operations such as contract jobbing shops, small and medium-sized manufacturing plants, and individual departments of larger plants can cut costs, increase output, conserve manpower and operate profitably by installing automation.

Civil Service

3. FRANKEL, SAUL JACOB. *Staff Relations in the Civil Service, the Canadian Experience.* Montreal, McGill University Press, 1962. Pp. 331.

Discusses staff relations of civil service associations with the Federal Government as employer. Considers the role of the Civil Service Commission in staff relations. Surveys staff relations in five provinces: Saskatchewan, Alberta, Manitoba, British Columbia and Ontario.

4. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The British Civil Service.* Rev. ed. London, 1961. Pp. 28.

Contents: Introduction. Milestones in Civil Service History. Present Structure of the Service. Recruitment. Training. Conditions of Service. Staff Relations. The Civil Servant's Conduct.

Economic Conditions

5. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The United Kingdom Economy.* London, 1961. Pp. [10].

Tells something about national income and expenditure in recent years in Great Britain.

6. MEIER, GERALD MARVIN. *Economic Development: Theory, History, Policy,* by Gerald M. Meier and Robert E. Baldwin. New York, Wiley, 1961. Pp. 588.

"This book examines the problems of accelerating development in poor countries and maintaining development in rich countries."

Education

7. SCHOOL SHOP. *Modern School Shop Planning; Containing Plans, Specifications, Pointers, and Examples of New School Shops gathered from Authoritative Sources throughout the United States.* [3d rev. ed.] Ann Arbor, Prakken Publications, 1961. Pp. 223. Contains articles from the magazine *School Shop.*

8. VAIZEY, JOHN. *The Economics of Education.* London, Faber and Faber, 1962. Pp. 165.

Contents: What Some Economists Said about Education. Education as Consumption or Investment. The Returns to Education. Expenditure on Education. The Finance of Education. The Productivity of Education. Manpower. Teachers and Their Salaries. The Economist and the Schools. Education in Economic Growth.

Employment Management

9. HENDERSON, PHILIP E. *The Foreman in Small Industry.* 2d ed. Washington, GPO, 1962. Pp. 28.

Describes the job of the foreman, his basic responsibilities, his training functions, his personal relationships and contacts, and development of better foremen.

10. RAINES, IRVING ISAAK. *Better Communications in Small Business.* 2d ed. Washington, GPO, 1962. Pp. 37.

Some of the benefits of good communications in industry are improved plant efficiency, happier employees and more satisfied customers. Provides "practical information on how to use business communication for more effective management in a small manufacturing plant."

Industry—Location

11. ISARD, WALTER. *Industrial Complex Analysis and Regional Development; a Case Study of Refinery-Petrochemical-Synthetic-Fiber Complexes and Puerto Rico,* by Walter Isard, Eugene W. Schooler and Thomas Vietorisz. Cambridge, Technology Press of the Massachusetts Institute of Technology, 1959. Pp. 294.

Examines the reasons for locating certain factories in Puerto Rico and shows how this benefits its general economic development.

12. ISARD, WALTER. *Methods of Regional Analysis: an Introduction to Regional Science,* by Walter Isard in association with David F. Bramhall [and others. Cambridge] Published jointly by the Technology Press of the Massachusetts Institute of Technology and Wiley, New York, 1960. Pp. 784.

Regional analysis helps in industrial location by determining in what region or regions the industry could produce and deliver its product to market most economically.

Labour Laws and Legislation

The following eight publications were edited by Mohammad Shafi and were published in 1962 in Karachi, Pakistan, by the Bureau of Labour Publications, Post Box 3408.

13. *Current East Pakistan Labour Code.* 1962 ed. 1 Vol. (looseleaf). To be kept up to date by monthly service.

14. *Current Labour Code of Pakistan (Central).* 1962 ed. 1 Vol. (looseleaf). To be kept up to date by monthly service.

15. *Current West Pakistan Labour Code.* 1962 ed. 1 Vol. (looseleaf). To be kept up to date by monthly service.

16. *Handbook of Trade Union Legislation amended by Ordinance XIV of 1960 and Ordinance XI of 1961.* Corrected up to 15th January, 1962. Pp. 104.

Contains the Trade Unions Act, 1926 with commentary; the Central Trade Union Regulations, 1961; the East Pakistan Trade Union Regulations, 1961; the West Pakistan Trade Union Regulations, 1961.

17. *Handbook of Workmen's Compensation Legislation.* Pp. 128.

"This book contains a commentary on the Workmen's Compensation Act, 1923 along with the complete text of the Act."

18. *Law of Minimum Wages; Commentary on the Minimum Wages Ordinance, 1961, with the Complete Text of the Act.* Pp. 14.

19. *Law of Workmen's Compensation; containing the Text of the Workmen's Compensation Act, 1923 with Commentary making Clear to Employers and Workers their Rights and Duties under the Law.* Pp. 56.

20. *West Pakistan Factory Manual.* Pp. 136.

Labour Organization

21. Barbash, Jack. *Labor's Grass Roots; a Study of the Local Union.* 1st ed. New York, Harper, 1961. Pp. 250.

Partial Contents: The Constitutional Basis of Local Union Government. The Union Meeting. The Business Agent. Leadership in the Factory Local. The Steward. Conflict and Controversy in Local Unions. A Profile of the Rank-and-File Member. Democracy and the Local Union.

22. Flanders, Allan. *Trade Unions.* [3d corr. ed.] London, Hutchinson University Library, 1960. Pp. 176.

A short handbook on the British trade union movement.

23. Hutt, Allen. *British Trade Unionism; a Short History.* [5th rev. and enl. ed.] London, Lawrence and Wishart ltd., 1962. Pp. 220.

24. *The Problems of Union Power.* vol. 1, ser. 1, 1961. Washington, Labor Policy Association, 1961. Pp. 136. Vol. 1, ser. 1 written by John M. Court.

The author, a graduate law student from William and Mary College, Williamsburg, Va., won the 1960 annual award of the Labor Policy Association (Washington, D.C.) for the best paper submitted on the subject of "The Problems of Union Power."

Labour Supply

25. Ghana. Manpower Unit. *Survey of High-Level Manpower in Ghana, 1960.* Accra, Government Printing Department, 1961. Pp. 62.

Assesses the situation in Ghana with respect to the distribution and number of high-level manpower and projects the need for additional high-level manpower, occupation by occupation, for the period 1960 to 1965.

26. Rosenberg, Wolfgang. *Full Employment; can the New Zealand Economic Miracle last?* Wellington, A. H. & A. W. Reed, 1960. Pp. 118.

The author points out that a controlled economy has resulted in full employment in New Zealand. He explains why he thinks the policy of full employment is threatened.

27. Thurston, J. L. *Human Resources and Manpower Planning in Tanganyika.* [New York? Ford Foundation? 1960] Pp. 24.

Report presented to the Minister of Education of Tanganyika. Sponsored by the Ford Foundation.

Labouring Classes

28. Great Britain. Central Office of Information. Reference Division. *Government Employment and Training Services in the United Kingdom.* London, 1961. Pp. [6].

Gives a brief account of services provided for adults, youth, foreigners and disabled persons by public employment offices in Great Britain.

29. Great Britain. Ministry of Labour. *Time Rates of Wages and Hours of Work, 1st April, 1962.* London, HMSO, 1962. Pp. 308.

30. Jephcott, Pearl. *Married Women working,* by Pearl Jephcott, with Nancy Seear and John H. Smith, and under the direction of Professor Richard Titmuss. With a foreword by Richard Titmuss. London, Allen and Unwin, 1962. Pp. 208.

Based on two studies undertaken between 1954 and 1959 in Bermondsey, a suburb of London, England, and in Peek, Frean and Company, limited, the biscuit makers. The purpose was to discover what happens when married women go out to work. Some of the questions raised in the book were: Who went to work? Why did they work? How did the women manage their dual role of homekeeper and worker? Did their families suffer? How satisfactory was the married woman as an employee? How did Peek Frean's find the married woman as an employee?

31. National Council of Jewish Women. Cleveland Section. *Volunteer's Manual, Special Employment Program for Older Persons.* Conducted jointly by Cleveland Section, National Council of Jewish Women and the Jewish Vocational Service of Cleveland. Cleveland, Jewish Vocational Service [1961?] Pp. 12.

32. Reuther, Walter Philip. *Selected Papers.* Edited and with an introd. by Henry M. Christman. New York, Macmillan, 1961. Pp. 330.

Contains addresses, articles, Congressional testimony, and a television interview with Mr. Reuther which present Walter Reuther's concept of labour's role and responsibility in American society.

33. U.S. Bureau of Labor Statistics. *Labor in Brazil.* Washington, GPO, 1962. Pp. 35.

34. U.S. Bureau of Labor Statistics. *Labor in Colombia.* Washington, 1962. Pp. 54.

35. U.S. Department of Labor. Wage and Hour and Public Contracts Divisions. *Agriculture and the Child Labor Requirements of the Fair Labor Standards Act.* Rev. February 1962. Washington, GPO, 1962. Pp. 2.

36. U.S. President's Advisory Committee on Labor-Management Policy. *Free and Responsible Collective Bargaining and Industrial Peace; Report.* Washington, GPO, 1962. Pp. 12. Arthur J. Goldberg, former Secretary of Labor, chairman.

"Recommendations [in this report] concern use of factfinding procedures, utilization of third parties, the public mediation process, and the handling of critical and national emergency disputes."

Leave of Absence

37. Bureau of National Affairs, Washington, D.C. *Military Leave Practices.* Washington, 1962. Pp. 13.

38. U.S. Bureau of Labor Standards. *Time off for Voting under State Laws.* Washington, GPO, 1962. Pp. 22.

Occupations

39. U.S. Bureau of Apprenticeship and Training. *Selected Apprenticeship Schedules covering Industrial Plant and Equipment Maintenance Trades.* Rev. ed. Washington, 1962. Pp. 206.

40. U.S. Office of Education. *Mechanical Technology, Design and Production.* Washington, GPO, 1962. Pp. 29.

Tells something about the occupations involved in mechanical design technology and in production technology, and outlines job descriptions.

Teaching Machines

41. Cram, David. *Explaining "Teaching Machines" and Programming.* San Francisco, Fearon Publishers, 1961. Pp. 86.

Explains about teaching machines and programmed learning. The book is programmed like a teaching machine. Information is presented and the reader makes a response to indicate if he understands what he has read. The answer he makes directs him to the next page he is to read in the program.

42. Dolmatch, Theodore B., ed. *Revolution in Training; Programed Instruction in Industry.* Editors: Theodore B. Dolmatch, Elizabeth Marting [and] Robert E. Finley. New York, American Management Association, 1962. Pp. 160.

"Programmed instruction tries to get the learner to participate actively in the learning process." Describes how programmed instruction is used by General Telephone Company of California, Lever Brothers Company, International Business Machines Corporation and other companies.

Miscellaneous

43. Anderson, Nels. *Work and Leisure.* London, Routledge & Paul, 1961. Pp. 265.

This book attempts to examine the interrelationship between work and leisure as ways of using time.

44. Boczek, Boleslaw Adam. *Flags of Convenience; an International Legal Study.* Cambridge, Harvard University Press, 1962. Pp. 323.

"Thesis . . . submitted to the Department of Government of Harvard University in May 1960 . . . revised and brought up-to-date."

". . . The system of flags of convenience is . . . a form of competition in international navigation 'whereby some countries—chief amongst which are Panama, Honduras, Liberia and Costa Rica . . . allow the use of their flags by foreign shipping by a simple administrative formality, such as the mere registration or the grant of a certificate of registry.' "

Among other things, the author deals with the international legal aspects of foreign registry and gives the present size and composition of the various fleets.

45. Canada. Parliament. House of Commons. Standing Committee on Veterans Affairs, 1962. *Minutes of Proceedings and Evidence.* Ottawa, Queen's Printer, 1962. 1 Vol. (45p.). At head of title: House of Commons. 5th sess., 24th Parliament, 1962.

Deals with Bill C-80, an act to amend the Veterans' Land Act. Includes three reports to the House. G. W. Montgomery, chairman.

46. *Housing in the Northern Countries,* by the Ministry of Housing, Copenhagen [and others] Copenhagen [S. L. Mollers Bogtrykkeri] 1960. Pp. 148.

47. International Conference of Experts on Pneumoconiosis. 3rd, Sydney, 1950. *Record of Proceedings.* Geneva, International Labour Office, 1953. 2 vols.

The Conference defined Pneumoconiosis as a "diagnosable disease of the lungs produced by the inhalation of dust . . ."

The two volumes contain proceedings and papers presented to the Conference.

48. Scitovsky, Tibor. *Welfare and Competition; the Economics of a Fully Employed Economy.* Chicago, R. D. Irwin, 1951. Pp. 457.

"The aim of this book is to bring together price theory and welfare economics."

49. United Nations. Bureau of Social Affairs. *Sex and Age Patterns of Participation in Economic Activities.* New York, Dept. of Economic and Social Affairs, 1962. Pp. 81.

This report deals with "the principal demographic factors affecting the size and composition of the economically active population: sex, age, marital status and fertility."

50. United Nations. Economic Commission for Europe. *Statistics of World Trade in Steel, 1960.* Geneva, 1962. Pp. 39.

51. U.S. Bureau of the Census. *United States Census of Manufactures: 1958.* Washington, GPO, 1961. 3 vols. in 4.

Contents: v. 1. Summary Statistics. v. 2. Industry Statistics. Pt. 1. General Summary and Major Groups 20 to 28. Pt. 2. Major Groups 29 to 39. v. 3. Area Statistics.

New Year Messages

(*Continued from page 1388*)

It is to be hoped that the increase in prosperity will continue and increase so that we may reach the goal of practical full employment for those who wish to work to add to the well-being of Canada.

Railway Labour forces continue to be reduced in various departments and from various causes. Much of the reduction is brought about by automation, under which system many job opportunities have disappeared.

Wishing will not bring about improvements in our lot and action is necessary. It is my hope that Canada may take an increasingly prominent part in maintaining and securing peace throughout the world by wise counsel and substantial assistance to those less fortunate than we.

With a hope for a peaceful 1963 I extend to all my very sincere good wishes for your general welfare.

Conciliation and Other Proceedings

(*Continued from page 1392*)

previously appointed on the nomination of the company and union, respectively.

Settlement after Mediation after Board Procedure

Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Oct., p. 1152). The Minister of Labour appointed W. H. Dickie of Toronto as mediator on October 19, 1962. The mediator effected a settlement between the parties on October 27, 1962.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 17, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British
The Labour Force	6,612	606	1,848	2,420	1,140	598
Men	4,787	449	1,368	1,716	818	436
Women	1,825	157	480	704	322	162
14—19 years	602	69	195	188	107	43
20—24 years	827	89	275	265	135	63
25—44 years	3,005	253	848	1,120	507	277
45—64 years	1,967	176	482	760	352	197
65 years and over	211	19	48	87	39	18
Employed	6,270	552	1,724	2,338	1,097	559
Men	4,509	403	1,264	1,653	783	406
Women	1,761	149	460	685	314	153
Agriculture	597	37	115	160	265	20
Non-agriculture	5,673	515	1,609	2,178	832	539
Paid Workers	5,176	464	1,458	2,017	757	480
Men	3,585	329	1,035	1,389	490	342
Women	1,591	135	423	628	267	138
Unemployed	342	54	124	82	43	39
Men	278	46	104	63	35	30
Women	64	*	20	19	*	*
Persons Not in the Labour Force	5,695	639	1,681	1,877	959	539
Men	1,329	171	372	402	245	139
Women	4,366	468	1,309	1,475	714	400

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED NOVEMBER 17, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,307	1,847	3,578	970	3,677	910	1,325
Labour force	6,612	602	3,455	831	873	640	211
Employed	6,270	533	3,312	749	852	621	203
Unemployed	342	69	143	82	21	19	*
Not in labour force	5,695	1,245	123	139	2,804	270	1,114
Participation rate [2]							
1962, November 17	53.7	32.6	96.6	85.7	23.7	70.3	15.9
October 20	53.8	33.4	96.7	85.7	23.4	69.3	16.2
Unemployment rate[3]							
1962, November 17	5.2	11.5	4.1	9.9	2.4	3.0	*
October 20	4.3	9.9	3.4	8.0	1.7	2.7	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED NOVEMBER 17, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Nov. 1962	Oct. 1962	Nov. 1961
Total unemployed	342	283	349
On temporary layoff up to 30 days	18	16	18
Without work and seeking work	324	267	331
Seeking full-time work	305	257	307
Seeking part-time work	19	10	24
Seeking under 1 month	117	92	106
Seeking 1—3 months	125	95	122
Seeking 4—6 months	39	32	45
Seeking more than 6 months	43	48	58

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA, BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

—	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1960 Total.....	8,261	5,860	1,223	2,152	8,763	5,321	667	13,551	7,482	293	53,573
1961 Total.....	7,532	4,232	574	1,241	6,557	2,341	155	8,076	3,982	59	34,809
1st 9 mos. 1961.....	5,983	3,402	460	978	5,081	2,020	137	6,654	3,110	47	27,872
1st 9 mos. 1962.....	7,088	3,800	379	907	4,449	1,590	146	7,608	2,504	35	28,506

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December...	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January.....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May.....	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June.....	48.2	492.1	161.6	.....	.....	.....	.....	.....	.....	1,726.2
July.....	48.7	485.0	165.7	.....	.....	.....	.....	.....	.....	1,711.5
August*.....	48.3	490.6	166.9	85.3	397.9	98.2	726.1	1,456.8	222.2	1,725.1
September†..	47.6	497.2	164.5	.....	.....	.....	.....	.....	.....	1,748.3

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at September 1962 employers in the principal non-agricultural industries reported a total employment of 3,017,379. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July	125.8	188.3	80.90	115.5	189.1	83.13
August*	127.0	188.1	80.80	117.6	187.9	82.62
September†	126.4	189.4	81.37	117.5	190.7	83.86

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Sept. 1962	Aug. 1962	Sept. 1961	Sept. 1962	Aug. 1962	Sept. 1961
				$	$	$
Provinces						
Newfoundland	150.2	148.1	147.1	73.61	73.26	69.77
Prince Edward Island	159.0	161.1	147.3	55.16	56.45	56.53
Nova Scotia	98.5	99.0	98.5	66.06	66.20	64.23
New Brunswick	107.9	110.3	110.4	64.78	65.09	63.08
Quebec	126.5	127.2	124.1	78.65	78.16	75.84
Ontario	126.7	126.6	122.3	84.69	84.18	81.82
Manitoba	116.6	117.8	115.4	77.64	76.50	74.56
Saskatchewan	133.0	135.8	132.3	78.14	77.67	75.17
Alberta (including Northwest Territories)	167.3	169.4	163.7	83.22	82.03	82.70
British Columbia (including Yukon)	121.8	123.5	117.9	87.86	86.96	86.00
Canada	**126.4**	**127.0**	**123.3**	**81.37**	**80.80**	**78.75**
Urban areas						
St. John's	153.4	155.2	151.1	61.81	61.30	57.27
Sydney	80.7	79.3	81.1	80.98	79.65	74.54
Halifax	125.8	124.2	125.1	67.23	68.10	65.77
Moncton	108.1	111.1	108.9	62.66	62.47	61.39
Saint John	106.6	106.2	110.3	65.47	66.16	63.22
Chicoutimi—Jonquiere	110.4	114.1	113.1	99.86	97.76	96.06
Quebec	125.3	125.2	120.1	70.37	69.69	68.05
Sherbrooke	112.4	111.1	112.0	69.46	68.61	66.33
Shawinigan	84.9	88.2	107.1	87.72	87.65	83.66
Three Rivers	117.0	120.4	115.4	76.03	74.95	74.77
Drummondville	84.2	83.7	83.3	67.09	66.06	62.31
Montreal	129.5	129.4	126.4	80.94	80.40	77.91
Ottawa—Hull	136.3	139.9	133.8	76.51	76.15	73.70
Kingston	119.2	122.1	119.0	80.19	79.72	77.39
Peterborough	94.9	98.3	91.0	91.84	89.54	87.05
Oshawa	187.3	140.6	119.3	94.98	94.50	87.05
Toronto	140.0	139.7	134.7	85.26	85.12	82.57
Hamilton	115.3	114.5	110.4	90.79	90.75	88.02
St. Catharines	117.4	115.6	112.5	92.55	92.32	87.70
Niagara Falls	109.8	114.9	114.1	78.23	77.32	78.22
Brantford	88.2	85.8	80.8	75.81	74.85	72.77
Guelph	129.8	128.2	124.3	77.40	76.73	74.05
Galt	116.3	116.7	106.6	73.42	72.69	71.22
Kitchener	134.9	133.4	125.3	78.04	77.51	75.05
Sudbury	141.5	144.4	147.7	93.37	92.37	92.60
Timmins	89.3	90.8	90.8	73.67	73.26	71.87
London	138.7	138.0	134.1	78.11	77.71	76.61
Sarnia	127.5	129.5	131.8	104.06	103.83	101.89
Windsor	75.3	75.0	74.1	90.13	90.09	88.58
Sault Ste. Marie	148.7	153.8	146.7	103.24	102.38	99.07
Fort William—Port Arthur	111.2	113.8	112.3	84.08	81.70	81.13
Winnipeg	114.7	115.0	113.7	73.92	73.00	71.23
Regina	145.9	147.3	142.5	76.62	76.17	73.82
Saskatoon	145.9	146.4	145.6	73.05	72.07	70.10
Edmonton	211.6	213.2	201.1	78.08	77.72	77.22
Calgary	183.4	186.2	177.3	82.33	81.52	78.53
Vancouver	118.2	119.7	114.3	86.07	85.36	84.28
Victoria	121.0	122.2	113.4	79.78	79.13	75.84

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Sept. 1962	Aug. 1962	Sept. 1961	Sept. 1962	Aug. 1962	Sept. 1961
				$	$	$
Mining	**118.1**	**120.7**	**118.5**	**99.04**	**98.39**	**96.32**
Metal mining	133.1	136.2	132.7	99.42	100.17	98.19
Gold	68.6	69.9	70.0	80.59	81.57	80.18
Other metal	193.1	197.8	191.3	105.64	106.28	104.33
Fuels	82.3	82.9	85.4	105.04	102.99	97.81
Coal	39.1	37.7	42.9	79.63	75.58	72.62
Oil and natural gas	258.8	267.8	267.7	120.73	118.75	115.09
Non-metal	155.4	161.6	150.7	88.21	84.72	86.35
Manufacturing	**117.5**	**117.6**	**112.8**	**83.86**	**82.62**	**81.15**
Durable goods	120.6	119.5	112.5	91.25	89.49	88.24
Non-durable goods	115.0	116.0	113.0	77.35	76.69	75.21
Food and beverages	129.9	134.5	129.6	69.95	69.88	68.81
Meat products	135.9	137.9	140.2	82.77	82.49	81.01
Canned and preserved fruits and vegetables	205.4	221.8	201.5	52.80	54.06	54.14
Grain mill products	99.5	99.9	104.5	83.21	82.48	80.92
Bread and other bakery products	112.5	113.8	112.1	70.12	69.69	68.49
Distilled and malt liquors	96.2	97.5	100.5	102.27	101.40	98.08
Tobacco and tobacco products	80.5	81.1	80.6	86.04	86.72	81.89
Rubber products	109.5	108.4	102.9	87.05	85.92	85.92
Leather products	89.6	89.4	88.9	57.00	56.38	55.77
Boots and shoes (except rubber)	96.7	96.6	94.7	54.62	54.31	52.88
Other leather products	76.8	76.3	78.9	62.43	61.11	61.86
Textile products (except clothing)	83.6	82.8	80.2	67.76	66.71	65.52
Cotton yarn and broad woven goods	75.1	74.6	74.8	64.76	63.39	63.22
Woollen goods	63.0	63.7	62.4	63.37	62.79	61.75
Synthetic textiles and silk	93.6	92.8	85.1	73.81	72.93	71.22
Clothing (textile and fur)	96.1	95.4	94.1	53.24	52.71	51.90
Men's clothing	99.5	98.6	95.0	52.08	50.92	51.00
Women's clothing	104.6	103.5	104.7	54.49	55.02	53.20
Knit goods	75.8	75.3	74.1	52.73	52.20	51.18
Wood products	112.1	114.6	108.6	73.87	71.20	71.57
Saw and planing mills	114.1	118.2	111.8	75.52	72.30	73.36
Furniture	121.7	120.1	114.1	73.01	71.22	70.45
Other wood products	82.8	85.7	82.4	64.79	63.46	62.71
Paper products	130.1	131.3	127.4	99.15	97.84	95.47
Pulp and paper mills	130.7	132.6	128.2	107.11	105.13	102.90
Other paper products	128.8	128.1	125.6	79.79	79.75	77.70
Printing, publishing and allied industries	126.9	125.7	125.5	91.79	90.82	88.79
Iron and steel products	113.4	112.9	104.5	96.48	95.30	93.40
Agricultural implements	59.7	55.0	47.1	99.21	97.55	95.89
Fabricated and structural steel	161.6	164.4	153.4	99.81	95.41	94.18
Hardware and tools	110.4	109.9	102.6	85.11	83.51	82.88
Heating and cooking appliances	110.1	110.2	104.2	84.54	81.90	81.36
Iron castings	97.7	97.3	95.0	91.81	90.61	90.73
Machinery, industrial	131.1	129.5	117.7	93.56	91.18	88.63
Primary iron and steel	129.8	130.2	121.1	109.61	109.35	106.13
Sheet metal products	124.2	126.6	107.1	94.90	97.38	93.05
Wire and wire products	111.9	111.2	110.8	95.02	94.96	94.71
Transportation equipment	113.3	105.9	100.5	96.65	94.15	92.66
Aircraft and parts	248.8	250.2	254.5	97.51	97.38	96.13
Motor vehicles	113.2	86.2	79.7	109.26	109.69	107.04
Motor vehicle parts and accessories	116.6	111.4	102.0	94.38	93.16	89.00
Railroad and rolling stock equipment	57.2	56.5	56.6	87.03	84.47	84.70
Shipbuilding and repairing	147.1	148.2	131.7	91.29	90.42	84.83
Non-ferrous metal products	126.2	130.3	127.1	95.44	94.29	93.66
Aluminum products	144.3	148.5	145.2	92.70	92.53	90.37
Brass and copper products	103.6	105.4	105.9	92.17	90.81	90.89
Smelting and refining	139.1	146.7	143.5	104.09	102.23	101.33
Electrical apparatus and supplies	153.4	151.6	138.7	91.18	89.20	89.32
Heavy electrical machinery	112.2	111.6	102.4	99.86	97.24	96.22
Telecommunication equipment	281.2	275.9	241.8	87.28	86.55	86.32
Non-metallic mineral products	147.7	150.3	147.7	90.36	89.32	86.44
Clay products	96.5	98.5	93.6	81.08	79.63	78.20
Glass and glass products	131.2	130.7	159.8	87.60	84.67	82.97
Products of petroleum and coal	139.5	143.2	136.9	120.97	120.87	115.73
Petroleum refining and products	141.4	145.1	139.8	122.16	122.16	116.30
Chemical products	132.4	133.0	132.5	99.08	98.00	96.18
Medicinal and pharmaceutical preparations	123.1	122.7	120.6	86.62	86.28	83.98
Acids, alkalis and salts	144.1	146.1	155.1	114.43	110.25	107.03
Other chemical products	132.0	132.6	130.4	98.17	97.61	96.05
Miscellaneous manufacturing industries	149.8	149.0	144.3	74.14	73.03	71.85
Construction	**141.7**	**146.0**	**140.6**	**88.88**	**88.59**	**84.75**
Building and general engineering	137.8	141.4	134.1	96.40	94.75	92.39
Highways, bridges and streets	148.1	153.6	151.6	77.17	77.58	73.40
Electric and Motor transportation	142.9	142.2	140.2	86.77	86.84	83.14
Service	**161.4**	**167.4**	**155.8**	**57.26**	**56.84**	**55.23**
Hotels and restaurants	139.5	145.0	135.4	43.19	42.99	42.29
Laundries and dry cleaning plants	132.8	134.4	127.8	50.71	49.87	48.81
Industrial composite	**126.4**	**127.0**	**123.3**	**81.37**	**80.80**	**78.75**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-hours and Hourly Earnings*, D.B.S.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings D.B.S. (The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	September 1962	August 1962	September 1961	September 1962	August 1962	September 1961
Newfoundland	38.4	39.7	37.9	1.68	1.61	1.66
Nova Scotia	39.9	41.0	40.1	1.64	1.60	1.58
New Brunswick	40.1	41.7	40.6	1.56	1.53	1.57
Quebec	42.5	42.0	42.4	1.69	1.68	1.65
Ontario	41.5	41.1	41.5	1.97	1.95	1.90
Manitoba	40.6	40.2	40.1	1.76	1.75	1.73
Saskatchewan	38.6	38.4	39.2	1.97	1.96	1.94
Alberta[1]	39.9	40.2	39.8	1.97	1.96	1.98
British Columbia[2]	37.9	37.3	38.0	2.27	2.27	2.22

[1] Includes Northwest Territories.

[2] Includes Yukon Territory.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	41.0	1.87	76.72	183.8	139.9
August*	41.0	1.86	76.17	182.5	139.3
September†	41.3	1.88	77.55	185.8	141.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1962	Aug. 1962	Sept. 1961	Sept. 1962	Aug. 1962	Sept. 1961	Sept. 1962	Aug. 1962	Sept. 1961
	no.	no.	no.	$	$	$	$	$	$
Mining	**41.6**	**41.8**	**41.9**	**2.19**	**2.18**	**2.13**	**91.34**	**91.27**	**89.44**
Metal mining	41.1	42.1	42.1	2.28	2.26	2.22	93.88	95.13	93.28
Gold	41.8	43.3	42.6	1.78	1.75	1.75	74.39	75.92	71.62
Other metal	40.9	41.7	41.9	2.47	2.45	2.39	100.82	101.99	100.07
Fuels	41.4	39.6	39.5	2.09	2.10	2.01	86.51	83.35	79.59
Coal	42.4	39.8	38.9	1.84	1.83	1.78	78.05	73.05	69.22
Oil and natural gas	39.9	39.3	40.6	2.51	2.52	2.37	100.31	98.89	96.09
Non-metal	43.8	43.1	44.0	1.96	1.94	1.93	85.99	83.52	85.10
Manufacturing	**41.3**	**41.0**	**41.3**	**1.88**	**1.86**	**1.81**	**77.55**	**76.17**	**75.00**
Durable goods	42.0	41.4	41.7	2.05	2.03	1.99	85.84	83.87	82.82
Non-durable goods	40.8	40.7	41.0	1.72	1.70	1.66	69.95	69.28	68.22
Food and beverages	40.1	40.8	40.8	1.57	1.55	1.53	62.80	63.25	62.52
Meat Products	40.9	40.5	40.9	1.92	1.92	1.88	78.50	78.06	76.78
Canned and preserved fruits and vegetables	40.2	42.6	43.9	1.18	1.16	1.14	47.24	49.36	50.26
Grain mill products	41.9	41.8	42.8	1.83	1.83	1.81	76.73	76.47	77.43
Bread and other bakery products	41.3	41.5	41.3	1.55	1.54	1.50	64.00	63.98	61.78
Distilled liquors	41.1	41.4	40.9	2.18	2.15	2.07	89.61	89.01	84.70
Malt liquors	39.8	39.7	39.0	2.37	2.34	2.34	94.24	92.74	91.29
Tobacco and tobacco products	39.8	40.2	40.0	2.00	2.01	1.90	79.76	80.77	76.19
Rubber products	42.3	41.6	42.8	1.94	1.91	1.89	81.80	79.42	80.94
Leather products	40.8	40.9	41.5	1.28	1.27	1.24	52.42	52.00	51.49
Boots and shoes (except rubber)	40.8	40.9	41.2	1.23	1.22	1.19	50.33	50.03	48.84
Other leather products	40.9	40.7	42.2	1.40	1.39	1.35	57.13	56.58	57.17
Textile products (except clothing)	43.1	42.6	43.0	1.43	1.42	1.38	61.71	60.52	59.39
Cotton yarn and broad woven goods	41.6	40.8	42.0	1.47	1.46	1.41	60.91	59.49	59.44
Woollen goods	43.7	43.6	43.6	1.33	1.32	1.30	57.97	57.68	56.64
Synthetic textiles and silk	44.1	43.8	44.0	1.52	1.51	1.45	67.09	66.07	63.87
Clothing (textile and fur)	39.4	39.1	39.6	1.23	1.23	1.19	48.56	47.88	47.19
Men's clothing	39.4	38.7	39.4	1.22	1.21	1.19	47.95	46.70	46.79
Women's clothing	37.6	37.7	38.2	1.32	1.33	1.27	49.82	49.99	48.45
Knit goods	41.8	41.9	41.9	1.14	1.14	1.11	47.71	47.63	46.36
*Wood products	42.5	41.5	42.3	1.67	1.64	1.62	71.01	68.01	68.53
Saw and planing mills	41.5	40.5	41.4	1.78	1.73	1.72	73.70	70.16	71.40
Furniture	44.9	43.6	44.3	1.53	1.52	1.49	68.63	66.26	65.85
Other wood products	42.9	42.4	42.8	1.39	1.38	1.34	59.70	58.67	57.52
Paper products	41.5	41.4	41.5	2.26	2.24	2.17	93.84	92.56	90.10
Pulp and paper mills	41.5	41.3	41.5	2.45	2.41	2.34	101.41	99.48	97.05
Other paper products	41.7	41.7	41.7	1.77	1.77	1.71	73.58	73.67	71.49
Printing, publishing and allied industries	39.2	38.7	39.5	2.32	2.32	2.25	91.13	89.66	89.07
*Iron and Steel products	41.8	41.5	41.6	2.19	2.19	2.14	91.76	90.84	89.02
Agricultural implements	41.1	41.0	39.2	2.21	2.14	2.14	91.01	87.73	83.69
Fabricated and structural steel	42.6	41.4	41.0	2.18	2.14	2.10	92.96	88.36	86.20
Hardware and tools	43.4	42.9	42.8	1.82	1.81	1.79	78.91	77.36	76.48
Heating and cooking appliances	42.3	41.5	42.4	1.86	1.84	1.81	78.45	76.61	76.77
Iron castings	42.3	42.0	42.8	2.08	2.07	2.04	88.10	87.17	87.30
Machinery, industrial	43.2	41.8	41.8	2.06	2.05	1.99	89.09	85.56	83.47
Primary iron and steel	39.7	40.0	40.2	2.63	2.62	2.54	104.36	104.71	102.16
Sheet metal products	42.5	43.6	42.8	2.13	2.18	2.09	90.45	94.88	89.55
Wire and wire products	42.0	41.7	42.5	2.15	2.17	2.11	90.12	90.36	89.49
*Transportation equipment	41.2	40.7	40.7	2.20	2.18	2.12	90.87	88.84	86.48
Aircraft and parts	40.9	40.8	41.7	2.15	2.16	2.11	88.12	88.18	88.08
Motor vehicles	41.5	40.9	42.0	2.44	2.44	2.35	101.29	99.88	98.53
Motor vehicle parts and accessories	41.8	41.1	39.7	2.13	2.11	2.08	88.77	86.86	82.61
Railroad and rolling stock equipment	40.6	39.5	39.7	2.10	2.08	2.08	85.14	82.32	82.62
Shipbuilding and repairing	41.1	41.1	40.3	2.19	2.19	2.07	89.97	89.90	83.35
*Non-ferrous metal products	41.0	40.4	41.0	2.17	2.17	2.14	89.00	87.82	87.65
Aluminum products	42.3	42.5	42.7	1.94	1.93	1.88	82.07	81.89	80.23
Brass and copper products	41.8	41.8	42.6	2.08	2.06	2.02	87.16	86.17	86.21
Smelting and refining	40.2	39.3	39.8	2.42	2.43	2.39	97.31	95.65	95.12
*Electrical apparatus and supplies	42.1	41.0	42.0	1.93	1.91	1.89	81.21	78.21	79.53
Heavy electrical machinery and equipment	42.8	41.4	41.8	2.16	2.14	2.08	92.38	88.46	87.25
Telecommunication equipment	41.4	40.7	41.7	1.74	1.73	1.73	71.98	70.41	72.11
Refrigerators, vacuum cleaners and appliances	41.0	40.0	40.9	1.96	1.94	1.91	80.20	77.69	77.92
Wire and cable	43.2	42.1	43.3	2.17	2.13	2.12	94.03	89.57	91.70
Miscellaneous electrical products	42.1	41.0	42.3	1.83	1.81	1.82	77.22	74.10	76.78
*Non-metallic mineral products	44.3	43.9	43.7	1.93	1.92	1.87	85.48	84.44	81.72
Clay products	43.8	43.5	43.2	1.73	1.75	1.70	75.85	76.00	73.36
Glass and glass products	41.8	40.4	41.4	1.94	1.90	1.88	80.88	76.57	77.61
Products of petroleum and coal	41.2	41.7	40.4	2.65	2.65	2.56	109.05	110.56	103.32
Petroleum refining and products	41.1	41.7	40.3	2.68	2.69	2.58	110.46	112.14	103.80
Chemical products	41.2	40.8	41.2	2.11	2.08	2.04	86.76	84.87	84.32
Medicinal and pharmaceutical preparations	40.0	39.9	40.3	1.63	1.62	1.56	65.20	64.62	63.09
Acids, alkalis and salts	42.2	40.6	40.6	2.45	2.40	2.37	103.45	97.39	96.36
Miscellaneous manufacturing industries	42.2	41.6	42.1	1.54	1.53	1.49	64.91	63.64	62.61
Professional and scientific equipment	40.9	40.1	41.3	1.87	1.86	1.84	76.62	74.48	76.03
Construction	**42.7**	**42.6**	**42.5**	**2.05**	**2.05**	**1.96**	**87.52**	**87.19**	**83.41**
Building and general engineering	42.0	42.0	42 2	2.25	2.24	2.14	94.56	94.04	90.48
Highways, bridges and streets	43.8	43.8	43.0	1.71	1.71	1.66	74.79	74.73	71.28
Electric and motor transportation	44.2	44.4	43.6	1.97	1.97	1.90	87.17	87.59	82.63
Service	**37.8**	**38.4**	**38.6**	**1.11**	**1.09**	**1.07**	**42.10**	**41.89**	**41.36**
Hotels and restaurants	37.2	38.2	38.4	1.07	1.04	1.04	39.82	39.82	39.82
Laundries and dry cleaning plants	40.5	40.2	40.3	1.06	1.05	1.04	42.99	42.32	41.83

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
November 1957	13,327	11,209	24,536	326,568	107,176	433,744
November 1958	11,579	9,752	21,331	329,050	126,341	455,391
November 1959	15,201	12,674	27,875	365,031	137,855	502,886
November 1960	15,932	10,799	26,731	393,856	144,123	537,979
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962[1]	20,137	17,399	37,536	232,316	105,488	337,804
November 1962[1]	22,077	19,204	41,281	328,801	127,955	456,756

[1] Subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1958-1961, AND DURING MONTH, OCTOBER 1961-OCTOBER 1962.

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958	2,790,412	1,012,974	620,394	375,245	548,663	291,466
1959	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	104,366	102,784	63,558	89,871	50,865
September	R220,755	R98,476	96,217	50,615	91,653	42,692
October	[1]272,614	[1]103,871	101,603	45,949	89,619	38,324

[1] Preliminary.

R—Revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING OCTOBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from October 1961
Agriculture, Fishing, Trapping	**14,828**	**5,980**	**20,808**	**+ 9,485**
Forestry	**3,861**	**29**	**3,890**	**+ 714**
Mining, Quarrying and Oil Wells	**810**	**50**	**860**	**+ 47**
Metal Mining	338	12	350	− 48
Fuels	257	17	274	+ 84
Non-Metal Mining	92	1	93	− 25
Quarrying, Clay and Sand Pits	55	0	55	+ 3
Prospecting	68	20	88	+ 33
Manufacturing	**16,652**	**9,254**	**25,906**	**+ 4,434**
Foods and Beverages	1,909	2,118	4,027	+ 414
Tobacco and Tobacco Products	5	28	33	− 30
Rubber Products	153	95	248	0
Leather Products	254	464	718	+ 189
Textile Products (except clothing)	588	433	1,021	+ 148
Clothing (textile and fur)	535	1,794	2,329	+ 104
Wood Products	2,182	242	2,424	+ 842
Paper Products	889	463	1,352	− 93
Printing, Publishing and Allied Industries	861	689	1,550	+ 252
Iron and Steel Products	3,093	489	3,582	+ 691
Transportation Equipment	2,523	283	2,806	+ 513
Non-Ferrous Metal Products	625	234	859	+ 41
Electrical Apparatus and Supplies	861	647	1,508	+ 435
Non-Metallic Mineral Products	680	143	823	+ 243
Products of Petroleum and Coal	29	12	41	− 38
Chemical Products	543	399	942	+ 194
Miscellaneous Manufacturing Industries	922	721	1,643	+ 529
Construction	**16,936**	**224**	**17,160**	**+ 3,677**
General Contractors	11,627	132	11,759	+ 2,609
Special Trade Contractors	5,309	92	5,401	+ 1,068
Transportation, Storage and Communication	**7,958**	**319**	**8,277**	**+ 1,082**
Transportation	7,319	151	7,470	+ 944
Storage	499	60	559	+ 84
Communication	140	108	248	+ 54
Public Utility Operation	**428**	**51**	**479**	**+ 121**
Trade	**10,432**	**7,147**	**17,579**	**+ 1,348**
Wholesale	4,149	1,510	5,659	+ 603
Retail	6,283	5,637	11,920	+ 745
Finance, Insurance and Real Estate	**529**	**949**	**1,478**	**+ 289**
Service	**17,185**	**14,321**	**31,506**	**+ 4,270**
Community or Public Service	1,015	1,571	2,586	+ 619
Government Service	8,923	627	9,550	+ 2,118
Recreation Service	447	194	641	− 69
Business Service	1,114	830	1,944	− 379
Personal Service	5,686	11,099	16,785	+ 1,981
GRAND TOTAL	**89,619**	**38,324**	**127,943**	**+25,467**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT OCTOBER 31, 1962

(Subject to revision)

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,571	1,858	9,429
Clerical Workers	15,711	42,874	58,585
Sales Workers	7,068	12,478	19,546
Personal and Domestic Service Workers	28,631	20,050	48,681
Seamen	1,177	15	1,192
Agriculture, Fishing, Forestry (Ex. log.)	5,109	197	5,306
Skilled and Semi-Skilled Workers	92,150	12,738	104,888
Food and kindred products (incl. tobacco)	1,080	379	1,459
Textiles, clothing, etc.	2,183	7,221	9,404
Lumber and lumber products	7,598	87	7,685
Pulp, paper (incl. printing)	1,093	436	1,529
Leather and leather products	996	957	1,953
Stone, clay and glass products	267	23	290
Metalworking	9,636	627	10,263
Electrical	1,680	666	2,346
Transportation equipment	880	22	902
Mining	1,558	.....	1,558
Construction	20,872	3	20,875
Transportation (except seamen)	17,895	86	17,981
Communications and public utility	462	1	463
Trade and service	4,152	1,349	5,501
Other skilled and semi-skilled	16,082	649	16,731
Foremen	1,891	220	2,111
Apprentices	3,825	12	3,837
Unskilled Workers	74,899	15,278	90,177
Food and tobacco	2,518	3,278	5,796
Lumber and lumber products	7,571	241	7,812
Metalworking	4,131	361	4,492
Construction	35,084	.....	35,084
Other unskilled workers	25,595	11,398	36,993
Grand Total	**232,316**	**105,488**	**337,804**

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT OCTOBER 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (a) Oct. 31, 1962	Registrations Previous Year Oct. 31, 1961
Newfoundland	**8,350**	**7,783**
Corner Brook	1,713	1,487
Grand Falls	974	439
St. John's	5,663	5,857
Prince Edward Island	**1,216**	**1,103**
Charlottetown	762	674
Summerside	454	429
Nova Scotia	**13,958**	**14,649**
Amherst	452	500
Bridgewater	629	586
Halifax	4,310	3,946
Inverness	256	222
Kentville	916	788
Liverpool	347	421
New Glasgow	1,294	1,198
Springhill	609	647
Sydney	2,974	3,573
Sydney Mines	626	1,054
Truro	720	873
Yarmouth	825	841
New Brunswick	**12,342**	**11,028**
Bathurst	1,140	858
Campbellton	908	737
Edmundston	566	641
Fredericton	1,308	1,015
Minto	342	349
Moncton (2)	3,148	2,649
Newcastle	1,041	858
Saint John	2,644	2,317
St. Stephen	407	921
Sussex	396	240
Woodstock	442	443
Québec	**105,956**	**107,754**
Alma	1,830	1,415
Asbestos	367	387
Baie Comeau	541	436
Beauharnois	702	750
Buckingham	448	568
Causapscal	676	790
Chandler	972	780
Chicoutimi	2,051	1,833
Cowansville	264	456
Dolbeau	926	777
Drummondville	1,363	1,290
Farnham	385	297
Forestville	225	339
Gaspé	553	450
Granby	1,602	1,407
Hull	2,232	2,031
Joliette	2,280	2,106
Jonquière	2,071	1,985
Lachute	595	488
La Malbaie	661	621
La Tuque	635	707
Lévis	1,454	1,603
Louiseville	489	577
Magog	450	331
Maniwaki	327	352
Matane	554	786
Mégantic	593	447
Mont-Laurier	400	462
Montmagny	776	905
Montréal	40,527	44,537
New Richmond	610	650
Port Alfred	652	642
Québec	7,882	7,214
Rimouski	1,318	1,815
Rivière-du-Loup	1,627	1,391
Roberval	857	927
Rouyn	1,915	1,645
Ste. Agathe des Monts	425	540
Ste. Anne de Bellevue	538	589
Ste. Thérèse	1,417	1,275
St. Hyacinthe	946	1,120
St. Jean	1,610	1,413
St. Jérôme	1,140	1,049
Sept-Îles	1,143	1,140
Shawinigan	3,000	2,937
Sherbrooke	2,869	3,073
Québec—Concluded		
Sorel	1,053	1,406
Thetford Mines	1,210	882
Trois-Rivières	3,002	2,822
Val d'Or	1,131	1,386
Valleyfield	1,348	1,253
Victoriaville	1,489	1,320
Ville St. Georges	1,825	1,352
Ontario	**109,966**	**120,134**
Arnprior	180	238
Barrie	826	939
Belleville	956	1,282
Bracebridge	511	517
Brampton	796	831
Brantford	1,513	2,386
Brockville	402	423
Carleton Place	142	149
Chatham	1,240	1,468
Cobourg	534	652
Collingwood	419	444
Cornwall	1,824	2,101
Elliot Lake	354	555
Fort Erie	435	486
Fort Frances	303	389
Fort William	1,426	1,521
Galt	1,188	1,125
Gananoque	160	235
Goderich	315	340
Guelph	814	1,277
Hamilton	8,576	9,715
Hawkesbury	390	367
Kapuskasing	762	860
Kenora	550	535
Kingston	1,363	1,867
Kirkland Lake	586	916
Kitchener	1,391	1,728
Leamington	669	688
Lindsay	436	415
Listowel	145	161
London	3,470	3,161
Long Branch	2,211	2,664
Midland	454	441
Napanee	317	310
New Liskeard	258	.....
Newmarket	785	876
Niagara Falls	1,295	1,494
North Bay	1,082	1,112
Oakville	579	693
Orillia	613	607
Oshawa	4,726	3,982
Ottawa	4,399	4,032
Owen Sound	791	678
Parry Sound	364	270
Pembroke	1,157	1,323
Perth	335	349
Peterborough	2,104	2,251
Picton	182	185
Port Arthur	1,607	2,422
Port Colborne	934	629
Prescott	336	486
Renfrew	244	261
St. Catharines	2,538	2,862
St. Thomas	594	741
Sarnia	1,837	1,956
Sault Ste. Marie	1,778	1,613
Simcoe	839	609
Sioux Lookout	136	162
Smiths Falls	353	345
Stratford	487	535
Sturgeon Falls	595	678
Sudbury	3,681	2,631
Tillsonburg	492	315
Timmins	1,122	1,622
Toronto	26,176	29,719
Trenton	544	432
Walkerton	339	370
Wallaceburg	280	436
Welland	1,657	1,595
Weston	2,407	2,884
Windsor	6,189	7,043
Woodstock	473	750

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT OCTOBER 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Oct. 31, 1962	Previous Year Oct. 31, 1961		(1) Oct. 31, 1962	Previous Year Oct. 31, 1961
Manitoba	**14,255**	**15,858**	**British Columbia**	**43,566**	**47,859**
Brandon	973	1,189	Chilliwack	966	1,250
Dauphin	560	690	Courtenay	692	638
Flin Flon	170	182	Cranbrook	529	605
Portage la Prairie	501	581	Dawson Creek	777	674
The Pas	258	299	Duncan	426	510
Winnipeg	11,793	12,917	Kamloops	863	938
			Kelowna	413	669
Saskatchewan	**8,541**	**10,760**	Kitimat	97	135
Estevan	158	279	Mission City	684	808
Lloydminster	132	231	Nanaimo	857	739
Moose Jaw	748	850	Nelson	449	674
North Battleford	444	495	New Westminster	6,938	7,464
Prince Albert	1,145	1,153	Penticton	562	712
Regina	2,357	3,051	Port Alberni	628	643
Saskatoon	2,316	2,523	Prince George	2,058	1,897
Swift Current	270	450	Prince Rupert	1,072	1,108
Weyburn	149	272	Princeton	278	327
Yorkton	822	1,456	Quesnel	630	964
			Trail	446	552
Alberta	**19,654**	**19,997**	Vancouver	20,017	21,596
Blairmore	465	205	Vernon	790	1,034
Calgary	7,399	6,992	Victoria	3,097	3,507
Drumheller	241	253	Whitehorse	297	415
Edmonton	7,961	8,149			
Edson	294	384	**Canada**	**337,804**	**356,925**
Grande Prairie	445	650			
Lethbridge	1,324	1,440	Males	232,316	249,228
Medicine Hat	764	1,022			
Red Deer	761	902	Females	105,488	107,697

(1) Subject to revision.

(2) Includes 345 registrations reported by the Magdalen Islands branch office.

(3) Prior to May 1962, figures included with Kirkland Lake local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

End of:	Total	Employed	Claimants
1962—August	3,945,000	3,746,300	198,700
July	3,976,000	3,764,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700
September	3,913,000	3,683,800	229,200
August	3,939,000	3,709,700	229,300

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES, BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, SEPTEMBER 28, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	September 29, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	197,799	72,806	21,512	28,269	18,673	13,910	10,357	32,272	29.5	229,197
Male	126,914	51,173	14,179	17,872	10,761	7,750	5,822	19,357	30.7	153,887
Female	70,885	21,633	7,333	10,397	7,912	6,160	4,535	12,915	27.5	75,310
Newfoundland	5,783	1,675	647	820	525	371	246	1,499	64.2	4,583
Male	4,774	1,433	539	688	412	282	181	1,239	65.5	3,599
Female	1,009	242	108	132	113	89	65	260	58.2	984
Prince Edward Island	718	233	77	77	104	50	35	142	55.8	641
Male	427	157	50	40	60	25	21	74	61.4	391
Female	291	76	27	37	44	25	14	68	47.8	250
Nova Scotia	10,183	2,970	1,083	1,626	1,030	687	549	2,238	38.6	10,966
Male	7,912	2,435	835	1,253	760	501	399	1,729	38.3	8,451
Female	2,271	535	248	373	270	186	150	509	39.5	2,515
New Brunswick	8,744	2,836	1,024	1,468	863	625	455	1,473	47.4	7,515
Male	6,582	2,334	795	1,165	589	394	304	1,001	49.9	5,194
Female	2,162	502	229	303	274	231	151	472	39.9	2,321
Quebec	60,286	22,382	6,551	8,748	5,865	4,684	3,450	8,606	26.6	67,696
Male	40,545	16,517	4,634	5,815	3,567	2,764	2,062	5,186	26.9	45,481
Female	19,741	5,865	1,917	2,933	2,298	1,920	1,388	3,420	26.2	22,215
Ontario	65,210	24,164	6,933	9,165	6,059	4,528	3,321	11,040	22.9	85,990
Male	38,309	15,793	4,184	5,271	3,167	2,199	1,605	6,090	22.2	58,071
Female	26,901	8,371	2,749	3,894	2,892	2,329	1,716	4,950	24.0	27,919
Manitoba	8,647	3,531	774	1,060	807	535	404	1,536	19.1	8,755
Male	5,124	2,216	438	613	436	278	236	907	20.1	5,562
Female	3,523	1,315	336	447	371	257	168	629	17.8	3,193
Saskatchewan	4,277	1,336	409	596	471	306	278	881	39.3	5,806
Male	2,070	705	205	267	194	125	127	447	43.5	3,376
Female	2,207	631	204	329	277	181	151	434	35.3	2,430
Alberta	10,678	4,276	1,257	1,508	936	705	545	1,451	58.9	10,442
Male	6,446	2,949	683	830	488	360	303	833	63.8	6,078
Female	4,232	1,327	574	678	448	345	242	618	51.4	4,364
British Columbia	23,273	9,403	2,757	3,201	2,013	1,419	1,074	3,406	24.0	26,803
Male	14,725	6,634	1,816	1,930	1,088	822	584	1,851	25.6	17,684
Female	8,548	2,769	941	1,271	925	597	490	1,555	21.2	9,119

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, SEPTEMBER 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,232	1,422	810	2,228	1,448	780	775
Prince Edward Island	332	205	127	306	209	97	99
Nova Scotia	4,142	2,388	1,754	3,971	2,885	1,086	1,262
New Brunswick	3,857	2,312	1,545	3,765	2,671	1,094	1,184
Quebec	29,530	18,447	11,083	28,300	19,761	8,539	9,821
Ontario	33,712	20,779	12,933	34,383	24,141	10,242	10,513
Manitoba	3,681	2,437	1,244	3,301	2,155	1,146	1,225
Saskatchewan	1,760	1,131	629	1,569	1,058	511	655
Alberta	5,371	3,333	2,038	5,310	3,685	1,625	1,862
British Columbia	13,676	8,058	5,618	13,356	9,162	4,194	3,492
Total, Canada, September 1962	98,293	60,512	37,781	96,489	67,175	29,314	30,888
Total, Canada, August 1962	98,752	59,609	39,143	106,077	76,088	29,989	29,084
Total, Canada, September 1961	121,980	69,836	52,144	115,995	84,698	31,297	36,154

* In addition, revised claims received numbered 38,477.

† In addition, 39,286 revised claims were disposed of. Of these, 3,273 were special requests not granted and 1,836 were appeals by claimants. There were 11,033 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, SEPTEMBER 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	15,865	363,665
Prince Edward Island	2,329	47,104
Nova Scotia	29,123	648,812
New Brunswick	25,419	556,446
Quebec	156,753	3,701,881
Ontario	191,234	4,510,681
Manitoba	22,238	494,549
Saskatchewan	12,201	264,086
Alberta	26,978	638,514
British Columbia	59,914	1,438,439
Total, Canada, September 1962	542,054	12,664,177
Total, Canada, August 1962	691,346	15,878,047
Total, Canada, September 1961	692,684	16,082,313

* "Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighed

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1962

(1949 = 100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Oct. 1961	Sept. 1962	Oct. 1962							
St. John's, Nfld[a]	116.5	118.5	118.1	112.1	114.5	111.9	124.4	155.3	151.9	101.1
Halifax	129.2	130.9	130.8	123.2	134.3	125.5	138.9	163.2	163.1	124.5
Saint John	130.8	132.2	131.4	126.0	130.8	121.5	143.2	184.2	150.0	124.5
Montreal	130.4	130.7	131.3	130.4	134.7	108.7	159.8	169.6	142.9	118.7
Ottawa	132.1	131.5	132.1	126.5	137.4	120.9	149.5	163.3	143.8	123.9
Toronto	132.5	132.8	133.1	125.5	139.7	120.1	133.6	156.7	184.5	122.5
Winnipeg	128.7	129.3	129.5	127.7	129.3	119.4	132.9	173.3	140.9	120.6
Saskatoon-Regina	126.8	128.1	127.9	125.4	127.3	126.8	135.0	144.8	148.2	119.5
Edmonton-Calgary	126.0	126.6	126.9	122.6	127.4	124.9	129.1	163.1	142.0	119.6
Vancouver	129.6	130.2	130.2	127.4	134.4	118.1	136.7	150.6	146.0	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[a] St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceedng a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07
September	23	48	10,482	116,350	0.10
October	21	42	9,957	108,040	0.10

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, BY INDUSTRY, OCTOBER 1962

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	38	990
Mines	2	1,628	1,630
Manufacturing	20	5,584	90,480
Construction	11	2,170	11,910
Transpn. & utilities	2	312	450
Trade	6	225	2,580
Finance	...	...	...
Service	...	...	...
Public administration	...	...	...
All industries	42	9,957	108,040

TABLE G-3—STRIKES AND LOCKOUTS, BY JURISDICTION, OCTOBER 1962

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	3	1,762	2,170
New Brunswick	...	...	...
Quebec	8	3,721	56,930
Ontario	18	3,415	42,820
Manitoba	2	56	760
Saskatchewan	...	...	...
Alberta	3	568	2,570
British Columbia	7	140	2,490
Federal	1	295	300
All jurisdictions	42	9,957	108,040

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accumulated		
MINES						
Mineral Fuels						
Dominion Coal No. 18 Colliery, New Waterford, N.S.	Mine Workers Loc. 7557 (Ind.)	628	630	630	Oct. 12 Oct. 13	Suspension of three employees for alleged violation of safety rules~Return of workers.
Old Sydney Colliery (Princess Mine), Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	1,000	1,000	1,000	Oct. 29 Oct. 30	Alleged violation of safety rules~Return of workers pending negotiations.
MANUFACTURING						
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	4,400	17,800	June 25	Signing a first agreement~
Knitting Mills						
Nova Scotia Textiles, Windsor, N.S.	United Textile Workers Loc. 159 (AFL-CIO/CLC)	134	540	540	Oct. 12 Oct. 18	Application of new incentive system~Return of workers.
Primary Metals						
Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	845	7,560	29,290	Aug. 28	New agreement~
Metal Fabricating						
American Standard Products, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	138	3,040	5,110	Sep. 10	Seniority clause, wages, working conditions~
Trane Company, Toronto, Ont.	I. U. E. Loc. 512 (AFL-CIO/CLC)	329	330	1,300	Sep. 26 Oct. 1	Suspension of one employee~ Return of workers.
Non-Metallic Mineral Products						
Dominion Glass, Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	1,100	24,200	57,750	Aug. 18	Wages, fringe benefits~
Dominion Glass, Montreal, Que.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	1,200	16,800	46,800	Aug. 23 Oct. 22	Wages, working conditions~ 9¢ an hr. increase retroactive to Sept. 1, 1962, 5¢ an hr. Sept. 1, 1963, 5¢ eff. Sept. 1, 1964; other improved benefits.
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local	1,352 (40)	30,140	73,880	Aug. 17	Management rights, job evaluation, seniority rights~
CONSTRUCTION						
Five electrical contractors, Sarnia, Ont.	I. B. E. W. Loc. 530 (AFL-CIO/CLC)	317	6,970	10,800	Aug. 8	Vacation pay to compensate for unpaid stat. holidays, other benefits~
Canadian Plumbing and Mechanical Association, Edmonton and other points, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	500	1,750	1,750	Oct. 12 Oct. 18	Wages, union security~Return of workers.
Lakehead Builders Exchange, Fort William, Port Arthur and area, Ont.	I. B. E. W. Loc. 339 (AFL-CIO/CLC)	1,069	1,600	1,600	Oct. 26 Oct. 29	Wages~10¢ an hr. increase retroactive to Aug. 15, 1962, an additional 5¢ an hr. eff. Jan. 1, 1963.
TRANSPN. & UTILITIES						
Transportation						
Three stevedoring firms, Toronto, Ont.	I. L. A. Loc. 1842 (AFL-CIO/CLC)	295	300	300	Oct. 15 Oct. 16	Rotation of work gangs by union~Return of workers pending arbitration.
TRADE						
Tolhurst Oil, Pte-aux-Trembles, Que.	Oil Workers Loc. 9-700 (AFL-CIO/CLC)	100	1,300	1,300	Oct. 15	Wages, hours.~

Figures in parentheses indicate the number of workers indirectly affected.

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